

DISTRICT BOARD OF TRUSTEES REGULAR MEETING

AGENDA

DATE: JUNE 4, 2024

TIME: [12:00 P.M. PUBLIC HEARING ON 2024-2025 NTC DISTRICT BUDGET](#)
12:15 P.M. (OR IMMEDIATELY FOLLOWING PUBLIC HEARING) LUNCH
[1:00 P.M. REGULAR MEETING CALL TO ORDER](#)

LOCATION: NORTHCENTRAL TECHNICAL COLLEGE – TIMBERWOLF CONFERENCE CENTER/D100,
1000 W. CAMPUS DRIVE, WAUSAU, WI 54401, AND VIA ZOOM (LINKS ABOVE)

PUBLIC HEARING ON 2024-2025 NTC DISTRICT BUDGET (12:00 P.M.)

- A. Call to Order
- B. [Highlights of Fiscal Year 2024-2025 Budget](#)
- 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.

- D. Adjourn Public Hearing

REGULAR MEETING CALL TO ORDER (1:00 P.M.)

- 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.

APPROVAL OF MINUTES

- A. Approval of Minutes from May 7, 2024, Board of Trustees Regular Meeting

ACTION ITEMS

- A. [Resolution Disclosing the District Reserves Maintained by Northcentral Technical College](#) – Chet Strebe
- B. [Resolution for Adoption of 2024-2025 Northcentral Technical College District Budget](#) – Chet Strebe
- C. [Wausau Land Disposal to Marathon County](#) – Cher Vink
- D. [Workforce Training Contract Rates](#) – Brad Gast

CONSENT VOTING AGENDA

- A. Approval of Consent Voting Agenda Including:
 - a. [Advocacy + Social Justice Specialist Technical Diploma Program Proposal](#)
 - b. [New Carpentry Apprenticeship Program](#)
 - c. [Receipts + Expenditures](#)
 - d. [Personnel Changes](#)

BOARD DEVELOPMENT

- A. Community Safety Simulation Center – Angela Roesler + Shane Heilmann

INFORMATION/DISCUSSION

- A. President’s Report
 - a. Comments from Informational Update
- B. Chairperson’s Report
 - a. [Tentative 2024-2025 NTC Board of Trustees Meeting Dates](#)
 - b. Next Regular NTC Board Meeting: **MONDAY**, July 8, 2024, at 1:00 p.m.
- C. Information
 - a. [2023-2024 Remission of Out-of-State Tuition – Needy + Worthy](#)
 - b. [Advisory Meeting Minutes](#)
 - c. [Upcoming Meetings + Events](#)
 - d. [Good News](#)

MEETING ADJOURN

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

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



Northcentral
TECHNICAL COLLEGE

Budget & Planning 2024 - 2025



1000 W. Campus Drive
Wausau, WI 54401

715.675.3331

www.ntc.edu

Budget

*Linking NTC Strategic Planning
and Resource Allocation*

NTC District Board of Trustees and Administration

District Budget 2024-2025
Members of the Board



Paul Proulx (Central)
Chairperson



Troy Brown (East)
Vice Chairperson



Charlie Paulson (West)
Secretary/Treasurer



Sherry Bunten (East)
Member



Tucona Crowder (Central)
Member



Michael Endreas
Member



Tom Felch (Central)
Member



Keith Langenhahn
Member



Heather Renzelmann (Central)
Member

EXECUTIVE LEADERSHIP TEAM

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

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

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BUDGET AND PLANNING



2024-2025
BUDGET & PLANNING

Message from the Northcentral Technical College President and Board Chairperson

Dear District Community Members, Friends and Stakeholders -

We are pleased to present Northcentral Technical College's (NTC's) proposed budget for fiscal year 2025. In developing the budget, NTC's Board of Trustees, administration and staff allocate resources in alignment with the mission and vision of the College.

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

The 2024-25 Budget continues the College's tradition of excellence and sound fiscal management in support of the 2024-2029 Strategic Plan. This budget includes an operating mill rate of 0.46549.

Additionally, the FY25 budget aligns teaching and learning methodologies with the evolving skills needed by the workforce to ensure that NTC can successfully prepare its learners to support and lead Industry 4.0 initiatives across all industry sectors. With an emphasis on student success, flexibility and state-of-the-art technology, the College is well poised to meet learner, stakeholder and community needs.

We thank you for your continued support of Northcentral Technical College. Working together, we can continue to ensure that north central Wisconsin is a wonderful place to live, learn and work.

Sincerely,



Dr. Jeannie Worden
NTC President



Paul Proulx
District Board Chairperson

Mission, Vision, and Values

Our Vision

Building futures as our community's college of choice.

Our Mission

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

Strategic Directions

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.

Letter from the President

As the President of Northcentral Technical College, it is my honor to share the College's 2024-2029 Strategic Plan which sets the vision for the next five academic years. We recognize that our success hinges upon the strength of our communities and the engagement of our stakeholders. This Plan is the culmination of collective efforts from the entire NTC campus community, including students, employees and stakeholders, to provide direction to our future.

Through a dynamic and inclusive process with MGT, an outside consulting firm with extensive experience in higher education strategic planning, the strategic planning team completed several tasks to help inform and provide a foundation for the overall Plan including environmental scanning and institutional comparisons; a mission/vision/values review; community engagement with all College stakeholders through focus groups, surveys and stakeholder interviews; and a future envisioning session. I would like to express my heartfelt gratitude to each member of our campus community who took the time to participate in community engagement activities, ensuring that the Strategic Plan reflects NTC's values and aspirations.

This new Strategic Plan provides guidance to our priorities over the next five years, building on the strong foundation of service we have provided to the students, businesses and communities of the NTC District over the past century. In addition to updating our mission, vision and values, the Plan addresses our commitment to learner success, leading edge academics, collaborative partnerships and the strategic stewardship of resources.

We recognize that our collective College accomplishments – past, present and future – are made possible because of our employees. Our faculty and staff are comparable to none. They continually exhibit a high level of expertise, professionalism, forward thinking and responsibility – traits that they carry into the classroom and the services provided to local employers and communities.

As you review the 2024-2029 Strategic Plan, I would encourage you to reflect on your role in helping us advance and refine this great work. Through collaboration and shared purpose, we accelerate the realization of our goals. We truly have a great story to share, and we look forward to utilizing this Plan to continue to enrich the lives of our students and the broader community.

Warmest regards,

Dr. Jeannie Worden
President

Strategic Planning Process Overview

The process for developing NTC’s new Strategic Plan included discovery (environmental scan, mission/vision/values review), community engagement (focus groups, stakeholder interviews and surveys) and strategy development (future envisioning, mission/vision/values refinement and goal/objective development). The discovery phase helped to shape and guide the community engagement questions, which in turn guided the development of the overall goals and objectives, ensuring a holistic and collaborative process mindful of stakeholder feedback.

Coinciding with NTC’s strategic planning process, the Higher Learning Commission’s ten-year visit in fall 2023 offered feedback and insight from an additional external perspective. The HLC report confirmed many of the findings and emphasized the important work of the strategic planning process.

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. The following revised Mission, Vision and Values reflect stakeholder feedback and provide a solid foundation for continued success.

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.

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Goals and Objectives

The following goals and objectives are inspirationally designed to drive the College from its Mission to its Vision:

1. Expand comprehensive support to ensure learner success.
 - Develop systems and processes that reduce barriers to student success and address academic and non-academic student needs through informed utilization of data.
 - Enhance the student experience.
 - Optimize the delivery of flexible learning opportunities and short-term credentialing to meet unique learner needs while maximizing resources.
 - Improve student retention and persistence by broadening the role of advisors and faculty.
2. Foster a leading edge academic learning environment that supports student outcomes and embraces interdisciplinary learning and state of the art technology.
 - Create innovative learning opportunities that emulate the work environment.
 - Create a culture of responsibly utilizing AI as a tool to build a skilled workforce, drive economic growth, and create efficiencies within the College.
 - Evaluate and continuously improve programs and services to ensure effectiveness and relevancy; provide training when and where the learning is needed; tailor offerings to meet unique job market, industry and community needs and focus resources accordingly.
 - Shape the College's regional portfolio of programs and services by acknowledging the uniqueness of NTC's regional communities.
3. Build on collaborative partnerships to adapt to ever changing needs and strengthen the community while building the NTC brand.
 - Provide academic offerings that support community-wide talent attraction, retention and job creation to ensure District residents have every opportunity to stay and thrive.
 - Deepen our engagement with local communities, businesses, government and workforce development to capitalize on shared opportunities for economic growth and prosperity.

- Further invest in seamless K12 pathways that embrace career exploration and college readiness while increasing the pipeline to NTC.
 - Collaborate with higher education partners to continue building strong, innovative, flexible student focused pathways that support local workforce needs.
 - Enhance institutional branding and perception through storytelling and strategic marketing that establishes the College as a first choice in higher education.
4. Effectively use resources to enhance future stability.
- Continue building a caring campus culture that prioritizes the retention of our exceptional employees and attraction of new talent in support of student success.
 - Foster a data-informed, strategic approach to decision making that focuses on the accuracy, analysis, standardization and utilization of data.
 - Support strategic stewardship of resources through sustainable practices, responsible resource utilization and process efficiencies.
 - Further strengthen financial and budgetary management policies, procedures and practices to maintain the College's strong financial position.

2023-2024 Mid-Year College-Wide Accomplishments

January 9, 2024

Learner Success

- The dental clinic converted to a new dental records software vendor, Axium. In addition, students have begun utilizing a Radiography Simulator and a Dental Pharmacy app. These changes have led to improved student interactions and skills when working with patients.
- The Medical Laboratory Technician Distance Learning program admitted 12 students this fall, essentially doubling the program's numbers.
- The Surgical Technology program admitted its first cohort of associate degree students. The program also admitted a cohort of technical diploma students to ensure a supply of graduates annually.
- The Radiography program admitted its largest class ever – 27 new students.
- During the 2022-2023 academic year, NTC served the 3rd highest number of Adult Basic Education (ABE) participants in the Wisconsin Technical College System (WTCS), and our Measurable Skill Gain was 2nd highest in the WTCS.
- Nursing is running National Council Licensure Examination (NCLEX) prep “boot camps” to help prepare 4th semester students for their Nursing boards.
- Hosted an IT program orientation for new students.
- Alternative High School had 24 first quarter graduates.
- There have been 44 adult GED/HSED graduates thus far.
- Adult Education/English Language Learner enrollments are up 7%
- There are over 60 students enrolled in Associate of Arts/Associate of Science.
- Law Enforcement (LE) Academy had 21 students enrolled in Fall of 2023 (tied for the highest numbers in our LE academy history).
- CDL was granted usage of Taylor Street to gain access to the back driving pad. This is a trial run for 6 months where we will be tracking usage.
- The 2022 Paramedic cohort had a 100 percent pass rate for the National Registry of Emergency Medical Technicians (NREMT).
- Student Services, in collaboration with Academic Excellence, implemented tutoring services for Medford Campus Health Academy students.
- 67 NTC students have accepted membership into Phi Theta Kappa (PTK).
- Hosted 55 Student Life events between August and November 2023
- 44 additional courses were moved to Direct Digital Access, giving students day-one access to their required course materials, and saving them an estimated \$17,500.
- Implemented a new pathway and program start option for Nursing. The new pathway is a non-HESI pathway that accounts for previously earned college credits.
- A general transfer fair was held in October 2023 and 16 college partners, and 51 students participated.

- The School of Agriculture, Transportation and Utilities Career and Transfer Fair was held in October 2023. Approximately 51 students attended with a total of 21 employers and 2 transfer partners in attendance.
- Expanded the Health Academic Resource Center (ARC) in Center for Health Science (CHS) to include more private learning spaces. The overall ARC space more than doubled in size and included more private individual spaces with the use of cubicle wall furniture systems.
- Launched a redesigned class search, course pages, and class pages of our website to improve the user experience of comparing courses and selecting classes, and to make the content more accessible.

Diversity, Equity, Inclusion + Accessibility (DEIA)

- Created a Women in Engineering club during the Fall 2023 semester for all female students interested in Engineering Technology and related careers.
- Four students and four staff members participated in the WisCORE Conference, bringing back ideas to help make NTC more welcoming for all students, staff, and visitors.
- NTC is piloting telemedicine services for students, offering them free access to board-certified doctors 24 hours a day, 7 days a week, 365 days a year free of charge.
- Printed new edition of Spanish viewbook for our community members and K12s with higher populations of Spanish language speakers.
- Provided foster youth with specially made bags of hygiene products and provided sweatshirts, blankets, and socks with the goal to connect foster youth to NTC.
- Disability Services experienced a 21% increase in students requesting and receiving alternative textbooks and accessible materials and a 50% increase in students renting adaptive equipment, such as smart pens, audio recorders and C-pens to support the student in the classroom and break down barriers caused by their disability.
- There are 80 students receiving tuition support through the Promise, with 195 additional students receiving wrap-around services. The 2024-25 application is open, and we currently have 24 applications and counting.
- All flyers/materials are remediated with accessibility software, Equidox, to ensure Americans with Disabilities Act (ADA) compliance.
- Created active shooter training video in numerous languages to ensure all students have access to important safety information.

Access

- Emergency Medical Services (EMS) open labs will be held in surrounding campuses for all EMS classes to support identified student needs and those of community industry partners, aimed at outlying departments within the district, beginning in the spring of 2024.
- FireVent customized training trailer was delivered in August of 2023 which will be used to work with on-campus partners as well as with remote sites/Workforce Training + Professional Development (WTPD).
- Awarded \$776,584 in new Workforce Advancement Training (WAT) grants.
- Partnering with QUEST Childcare on a project providing no cost entry level childcare training

- Expanded Community Technology Centers to all regional campuses. Antigo recently added a new office rental to a housing leasing company while they are building low-income housing units in Antigo.
- Updated our website to better reflect appointment and tour offerings in Wausau, Antigo, and Medford locations.
- The Testing Center added Flexible HESI Testing as an option for students petitioning into NTC's health programs. Flexible HESI Testing allows students to take the HESI A2 exam at a time that works best for them as opposed to taking the exam during the limited large group pre-scheduled dates.
- Decrease in Cohort Default Rate (CDR) for FY2020: 0.1% (previous year's CDR for FY2019 was 2%).
- In collaboration with Marketing, established a robust regional marketing plan including paid monthly newspaper, radio and social media ads promoting NTC and its variety of programs, classes, and resources. This marketing is focused in regional campus communities, including Antigo, Medford, Phillips, Spencer, Wittenberg/Ho-Chunk, Menominee Nation and Stockbridge-Munsee.
- Completed design and Request for Proposals (RFP) for new Mobile Health Learning Lab trailer. Issued a purchase order and will take delivery of the trailer in January 2024.
- Installed heat in the old red shed and is now the new Flexible Learning Lab. This will provide a heated space for NTC apprenticeship programs, such as Plumbing and Civil Engineering.
- Updated program costs on the website and collateral materials to ensure students have an accurate picture of educational cost.
- Hosted 9th annual Golf Fore Scholarships event raising \$25,000 for student scholarships.
- Began raising funds for NTC/UWSP Nursing 1+2+1 scholarship.
- Received \$15,000 TDS sponsorship grant to support Esports.
- Awarded 258 Fall semester scholarships for a total of \$167,785.
- Worked with the NTC Property Foundation to prepare to purchase NTC's Medford Campus.
- Developed capital campaign for student housing to support wood science and sawmill programming at NTC's Antigo Campus.

Collaboration

- School of Health Sciences continues an active partnership with Aspirus focusing on health career pipelines.
- Transfer/Pathway Opportunities:
 - Collaborated to create four new program transfer agreements with UWSP: Mechanical Design Engineering, Manufacturing Engineering, Electromechanical, and Automation Systems to Bachelor of Science Technology Management.
 - Currently working with LTC Northshore Healthcare to create a plan for Licensed Practical Nurse (LPN) to Registered Nurse (RN) completion pathway to meet proposed Centers for Medicare + Medicaid Services (CMS) staffing requirements.
 - Collaborated with Michigan Tech to develop two new transfer agreements for Civil Engineering Technology to Civil Engineering and Geospatial Engineering.

- NTC welcomed a dedicated advisor on campus from UW-Stout. Office hours are offered virtually or in-person at the Wausau campus two days per week.
 - Three new agreements were created from NTC Automation Systems Technology, Electromechanical Technology, and Smart Manufacturing to UW-Stout Automation Leadership.
 - A new agreement was developed with Concordia University from IT Software Developer to Concordia's Bachelor of Applied Computer Science.
 - A new pathway to Purdue University Global from Paralegal/Legal Studies to a Bachelor of Science in Legal Support and Services was created.
- Intro to Health Careers will be offered as a new dual credit option with 7 high schools already signed up for Fall 2024.
 - Supervisory Homerooms participated in Recruitment Training with Human Resources, and Legal Issues Training with Kevin Terry, attorney for Michael Best.
 - Human Resources collaborated with Finance on process improvements for payroll/ledger activities and reconciliations.
 - NTC employees have begun fostering a relationship with the Wausau Imaginarium and will partner on new and complementary initiatives together.
 - Partnered with UWSP to consider the impact of Artificial Intelligence (AI) and how we can support our communities and industries with adapting and utilizing AI technology.
 - Paramedic partnership with Wausau Fire Department for hired employees/students had 100 percent retention and pass rates for all WFD students.
 - Successfully hosted several large community events: Department of Workforce Development (DWD) Winning with Wisconsin's Workforce, Run with the Cops, Quilt College, Mosinee Chamber, and Wausau Farmers Market.
 - Wisconsin Department of Public Instruction held a training for School Nutrition which brought 30 attendees to our Student Engagement Center, greenhouse and grow pod.
 - Food for America was hosted at the farm with Future Farmers of America (FFA) students leading the stations. There were 628 4th graders from the Wausau school district present.
 - NTC staff committed \$16,895.72 towards our United Way workplace campaign, over a 20% increase from last year.
 - Supported over 3,100 high school students enrolling in dual credit coursework.
 - Over 325 registered Youth Apprenticeship students were involved in our School to Work program, 75% to grant goal to serve 434 students; anticipate exceeding goal by year end.
 - Brought over 4,500 students and guests to campus since July 1, 2023, through tours, events, school visits, individual appointments, or other K12 meetings.
 - Hosted joint event about Youth Apprenticeship and Registered Apprenticeship called "Grow Your Workforce: Superhighway to Good Jobs" with great community engagement.
 - NTC was a sponsor and served as the host site for Asset Builders 15th Annual Wausau Financial Wellness Conference. The event featured a wide array of educational seminars on saving, investing, budgeting, and avoiding bad spending habits.
 - Disability Services continues to strengthen the K12 relationships by supporting students in transition through Education and Transition fairs, campus tours, and attending the students final Individualized Education Plan (IEP) meeting. The IEP meeting allows for the future NTC student receiving accommodations in high school to meet with their new NTC case manager to learn about using accommodations at NTC.

- Disability Services has established a strong relationship with the Department of Vocational Rehabilitation (DVR) by supporting students through the DVR application process and connecting with DVR counselors to provide students with additional services and supports, helping them reach their educational goals. DVR collaborates with NTC, Disability Services and students in a variety of ways such as funding, counseling, job coaching, skill development, and more.
- Teamed up with Aspirus Talent Management and School of Health faculty for career exploration event “Career Kickstart: Healthcare Careers in YOUR community” at Medford NTC.
- Hosted over 40 students at annual NTC Youth Apprenticeship (YA) Day, including students from D.C. Everest, Mosinee, and Athens high schools.
- Planned career exploration events with Alternative High School students to highlight new and in-demand industries or careers and introduce them to NTC faculty and staff.
- Hosted the annual Heavy Metal Tour with over 2,259 students, focusing on exposure of the manufacturing field and how all students, including women, can be in the profession.
- In collaboration with the K12 Team, Wood Science faculty and Antigo Team, we hosted a 2-day event for Wood Discovery Days. This re-imagined event included exploring different areas of the wood industry, how this learning connects to rewarding careers, practice skill competitions, and how to get started in this program at NTC. We had over 120 students participate and already a strong lead for future enrollment.
- Student Services partnered with Learning to create and host our first ever “Preview Day,” our new signature recruitment event that will continue to be offered once a semester.
- Western Region Career Coach was hired focusing on outreach and community engagement in the Medford Community.
- Welcomed over 60 school counselors to NTC for School to Career meetings, informing them about NTC’s newest programs, learning spaces, and updates such as Free Application for Federal Student Aid (FAFSA) simplification.
- Expanding community partnerships throughout the regional areas:
 - Partnered with Antigo Historical Society to allow access to Antigo Campus during their community event over 2 days.
 - Partnership with Antigo Boys + Girls Club of the Northwoods to offer monthly programming to teens.
 - Member of the Langlade County Dream Up Team to expand childcare slots and increase the number of childcare professionals in Early Childhood Education. Expanding grant opportunities to local existing and potentially new providers.
 - Wittenberg Chamber asked for NTC representation on their board.
 - Assisted in Nueske’s 90th Anniversary Celebration in Wittenberg.
 - West Region Career Coach is an ambassador for the Medford Area Chamber.
 - Partnered with WTPD and Taylor County Health Department to host Supporting Healthy Aging, and Suicide Prevention training at the Medford Campus.
- Expanded regional facility use by community groups: 4-H programs, Boy Scouts, Girl Scouts, INCLUSA (Aging and Disability resource agency), Cowgirls for Agriculture, Sports and Education, Phillips Fire Service.
- Offered successful Young Women in Welding and Women in Industry summer camps to showcase welding, machine tool, and related skills to girls participating in the camps.
- Currently working with Community Partners Campus (CPC) on three major community partnership events:
 - Dental Clinic Day – NTC will host a day long dental clinic for the community.

- Sealant Clinic Day – NTC will host a community sealant day for those 6-17 years of age.
- Veterinary Clinic Day – NTC, Marathon County, and the Chamber will host a Veterinary Clinic Day for community pet owners in need of vaccinations and license services.
- In addition, CPC and NTC will begin hosting HSED and GED classes in January at CPC. Additional classes in ELL and ESL will be coming.
- Regional Forensic Science Center partnership with Marathon County (*President Goal*):
 - Working closely with Marathon County staff to help with building plans, Memorandum of Understanding (MOU) documents, and budgeting.
 - Partnered with Marathon County to create a promotional video to show donors the need in our community for access to a local resource for death investigations, education, and family support systems through a Regional Forensic Science Center and provided support to their fundraising event and grant writing opportunities.
 - Project has been approved and budget secured. Plan to begin construction in Summer 2024.
- Grants collaborated with Student Services and Learning to develop guidelines to offer Pasture to Plate program to interested students using the WTCS Meat Talent grant funds available for tuition and material fee reimbursement.
- NTC was nominated for the Annual Future of Industry award through Nuts, Bolts + Thingamajigs for work successfully done through grant-funded projects.
- Launched new NTC Foundation newsletter.
- Launched new Alumni outreach and donation campaign.
- Received donation from Aspirus to support Regional Health Academies to offset K12 school district costs.
- Joined Community College Alliance for Agriculture Advancement (C2A3) Grants Development Council.
- Hosted successful ribbon cutting ceremonies for the Health 4.0 Center for Simulation and Innovation and Veterinary Technician Learning Lab.
-

Innovation + Growth

- Health 4.0 (*President Goal*)
 - Created two new Hospital Simulation rooms.
 - Created a Virtual Reality lab.
 - Created an Immersive Reality room which includes an NTC tour and nursing scenarios.
 - Remodel and expansion of Surgical Technology space to include a classroom, scrub sink room, and a full surgical suite equipped with laparoscopic equipment and a synthetic cadaver (Syndaver).
 - Three diverse simulators are being added to the Center for Simulation and Innovation.
 - Installed and trained on the new Simulation Recording Software and inventory system for Health.
- Hired Program Director/Faculty, and Medical Director for new Respiratory Therapy program beginning Fall 2024.
- Piloting Professional Development budget process/requests
- In partnership with WTPD and the CDL/Truck Driving program, developed a new CDL Hazardous Materials Transport Endorsement which aligns with Entry Level Driver Training requirements – online course offering.

- Partnered with WTPD and community industry partners to develop an abbreviated, customized Class A/Class B truck driving training in continuing education while maintaining minimum driver education requirements.
- Approval and implementation of NARCAN box to address drug overdose needs.
- Hosted an AI and Automation Series which had over 60 participants from 10 different organizations.
- Offering 2 new Auto Apprenticeships
- Offering Diesel Pre-Apprenticeship
- Offering New Bus Driver training program
- 457 students received outreach from a Student Connection Specialist as a result of the predictive analytics model.
- Advisors helped support a first outreach to 648 students identified through the Predictive Analytics model.
- Disability Services obtained Glean, a note-taking software accommodation that allows students to capture information in their courses easily and offers real-time captioning.
- Have been working with the owner of Rivers Edge to lock in purchase adjacent to the Public Safety Center of Excellence (PSCE). We signed purchase agreements to transfer ownership on March 28, 2024.
- Worked with faculty and staff to design a space for the new Massage Therapy program. The construction was completed in November 2023. The new Therapeutic Massage Center is an extension of Studio Max located in the F Building.
- Completed the first large WTPD conference room in the A Building as part of the new home for WTPD corridor. The large conference room can be divided with a moveable wall partition into two smaller rooms.
- Finalizing plans for the new Meat Processing initiative. Currently renovating space in the existing D Building to create a Meat Processing Lab. This space would include meat saws, vacuum sealers, smokers, and a meat retail counter. Construction is scheduled to be completed in March 2024.
- Completed the design and bid process for the Antigo Sawmill. Received a \$510,430 US Department of Commerce's Economic Development Administration grant to support sawmill equipment. Construction is expected to be completed in April 2024.
- Creating an NTC Sustainability Plan that includes energy efficiency and alternative energy initiatives. Current projects include:
 - Solar system at the Agriculture Center of Excellence
 - Metering energy usage at the Wausau Campus
 - LED lighting upgrades
 - HVAC equipment and control upgrades
- Workday
 - Successful go-live of Workday HR Recruitment in August 2023.
 - Actively launching Adaptive Planning budgeting platform for the FY25 budgeting process.
 - Continued implementation of Modern Campus Destiny One to support our WTPD offerings.
 - Family and Medical Leave Act (FMLA) eligibility and absence tracking automated in Workday.
- Workday Student

- WTCS client reporting requirements facilitated with WTCS.
 - Move to production one completed successfully on October 25, 2023.
 - Successful go-live of Workday Student Online Application, Recruitment, Curriculum, and Scheduling in November 2023.
 - Created Workday Student resources page.
 - All data conversion activities completed for Workday Student implementation through move to production two end to end testing.
 - On track for the new integrations from Workday to Canvas and Starfish.
 - Created a new “Apply to NTC” landing page to support the launch of the new admissions application in Workday.
 - Updated the “Careers” page of our website to support the rollout of the new Workday Careers system.
- Formstack workflow forms were created by IT and functional areas and utilized campus-wide to increase business process efficiencies.
 - Implemented new payment plans with Transact and fine-tuned offerings for optimal student experience.
 - Ongoing improvements to IT security included updating our policy for multi factor authentication (MFA) and email retention policies, and enrolling 50 dental students in a MFA pilot for better security.
 - Successfully analyzed Outcomes Based Funding (OBF) data which resulted in \$100,000 more in funding for the College compared to the year prior.
 - Onboarded a new Extract Transform and Load (ETL) tool called Rapid Insight to improve data integrity and data usage including Predictive Analytics at the College.
 - Successfully completed a major version upgrade of our website’s content management system from (Drupal 9.5 to Drupal 10), allowing for continued security updates and a more modern development platform.
 - Redesigned the “Donors” page of our website to elevate the primary “Make a Gift” call to action of the page and added new donation forms to the “Make a Gift” page to support the switch from Cashnet to Blackbaud as well as split the forms up by gift type.
 - Designed new, modern, accessible expo set-ups to help our brand stand out.
 - New Digital Display rollout to enhance on campus communication
 - Successfully completed phase I and II of the strategic planning process with MGT. This included MGT conducting interviews with community members, employers, parents, students, and employees. In addition, they have received feedback from staff, student, and community focus groups. NTC Board members also had an opportunity to participate and provide input to the process through mission, vision, value review and future visioning. A survey was also deployed with over 507 respondents. *(President Goal)*
 - Expanded our Antigo High School Academy for Welding, with a new ‘Advanced Section’ starting in Fall 2023 along with our existing ‘Basic’ section. ‘Basic’ section students earn our Gas Metal Arc Welding (GMAW) Technical Diploma, while ‘Advanced’ students continuing from ‘Basic’ will earn the additional diplomas of Flux Cored Arc Welding (FCAW), Shielded Metal Arc Welding (SMAW), and Gas Tungsten Arc Welding (GTAW).
 - Began development of ‘Basic CNC Turning’ and ‘Basic CNC Milling’ certificates to offer incumbent workers, and for High School students.
 - Nursing Assistant is in the first year of a Core Industry Grant focusing on improving access to health education in the West Region. There is a Health Academy based in Medford with 12

students currently enrolled. Students have completed their Nursing Assistant course and are currently enrolled in General Anatomy and Physiology.

Advocacy

Successful Higher Learning Commission Re-Accreditation Site Visit. All criteria were met, there are no sanctions, and we are allowed to choose our own pathway for our 10-year accreditation. (*President Goal*)

- Program Accreditation:
 - Dental Hygiene successfully completed a site visit with the Commission on Dental Accreditation (CODA).
 - Phlebotomy successfully completed a site visit with the National Accrediting Agency for Clinical Laboratory Sciences (NAACLS).
 - Nursing Assistant successfully completed a site visit with the Department of Health Services.
 - Paramedic successfully completed a comprehensive virtual site visit with the Committee on Accreditation of Educational Programs for the Emergency Medical Services Professions (CoAEMSP).
- Formed AI Committee, updated Academic Honesty Policy, updated plagiarism detection to include AI, and created a Starfish process.
- Roll-out of new hourly employee vacation plan
- Bi-annual Criminal Justice Department of Justice (DOJ) Academy Audit passed, and the Academy is recertified to continue providing Preparatory Law Enforcement, full-time and part-time jail academy, and college certification track for the jail certification.
- WTPD was named the International Award Winner for Best Business and Industry program! This recognizes NTC as a top performer in providing outstanding and high-quality programming to our area employers.
- Nearing completion of the A-133 Financial Audit.
- Completed the spending of US Department of Education Higher Education Emergency Relief Funds (HEERF) for Institutional and Strengthening Institutions Program (SIP) portions, totaling over \$7.8 million. Quarterly and annual reports were completed and posted, as well as annual audits performed for compliance.
- Implemented US Bank Virtual Pay as new payment option for our suppliers. NTC will now receive quarterly rebates for all payments settled with this payment option.
- Collected and added customer testimonials to WTPD rental materials.
- Created advocacy materials and testimony in support of dental therapy.
- Hosted legislators on campus for tours including Congressman Tiffany's staff and Senator Mary Felzkowski.
- Marketing is working with HR to create a campaign that compiles employee stories highlighting NTC culture and benefits for employee recruitment.
- Worked with departments/programs on the Instructional Vitality Process (IVP) and possible improvements for next year. (*President Goal*)
- Kicked off a client reporting task force to improve efficiencies and understanding regarding client reported data. (*President Goal*)

Budget Process

Northcentral Technical College (NTC) adopts its budget for one fiscal year beginning July 1 and ending June 30. This annual budget allocates financial resources for ongoing programs, courses and services, and new initiatives, with consideration and focus on the future. NTC plans its budgets in accordance with Chapter 65 of the Wisconsin State Statutes, Wisconsin Technical College System Administrative Rules, and local district policy. NTC prepares its budget book in the format required by the Wisconsin Technical College System (WTCS) and submits the budget book to the WTCS state office by July 1 of each year. NTC must accommodate expenditures within the authorized tax levy and other funding sources.

Budgeting is an essential step in the College’s strategic planning process and achievement of the College’s goals. Utilizing Workday Adaptive Planning, NTC applies a predictive budgeting model to develop operational budgets to meet the needs of business and industry, the students, and the College’s strategic plan. The Executive Leadership Team works closely with the district Finance Department to develop and balance the budget. The District Board of Trustees reviews the tentative budget summary during its May board meeting and refers the budget to a public hearing at the next meeting. In June, the District Board of Trustees holds a public hearing where NTC shares preliminary budget information with local municipalities, business leaders, and interested parties, followed by a regular meeting where the Board considers public input and adopts the budget. The table below outlines the planning process.

Budget Planning Process Timeline:

Planning Level	Event	Responsible Party	Timeline
STRATEGIC	Vision, Mission, Beliefs & Values Strategic Directions	Board of Trustees	Summer
OPERATIONAL	Philosophy Confirmed & Budgeting Parameters Set	Executive Leadership, Board of Trustees	Sept – Mar
	Budget Preparation Kickoff	Finance	October
	Tax Levy Approval	Board of Trustees	October
	Predictive Budget Meetings	Finance and Leaders	Oct – Jan
	Budget Development/Change	Executive Leadership	Jan – March
	Budget Compilation/Balancing	Finance	Jan – April
	Final Budget Review	Executive Leadership	March-April
	Final Budget Document Compiled	Finance	April – May
EVALUATIONS	Review of Budget Data	College Staff	On-going
	Budget Reallocation Review	Executive Leadership	On-going

Budget Development

The budget is a natural outcome of the annual College strategic planning process. The Executive Leadership Team (ELT) starts the annual budget process with a Capital Expenditure budget, then builds the Operating budget to align with the Capital Budget priorities, new initiatives, revised operational costs, long-range planning estimates, and long-range strategic goals.

The Finance, Learning, Facilities, and Information Technology teams create the Capital Expenditure budget by assessing College strategic plans and prioritizing capital needs. The College considers new initiatives and equipment replacements in the following key areas: construction projects, facilities remodeling, furniture, major equipment, audio/visual equipment, and computer hardware & software. The ELT then reviews these budget requests using the College's policies, parameters, and planning assumptions. The Board also ensures that the Capital Expenditure plan is consistent with the College's strategic directions. NTC shares the Capital Expenditure plan with the Board for final approval in March. After Board approval, this plan becomes the Capital Budget. Before adopting all budgets in June, College Leadership may submit Capital Expenditure plan revisions for Board approval.

NTC builds its Operating Budget in two major sections. First, operational resources (revenues) are estimated by reviewing trends, assessing the political environment, and predicting growth. Next, NTC forecasts staff salary and benefit expenses using existing staff records, future salary and benefit adjustments, plus Dean and Director position requests. Deans and Directors also predict non-salary expenses for each team or instructional program area in alignment with priorities, revised operational costs, new initiatives, long-range planning estimates, and long-range strategic goals.

Statutory rates or rules (parameters) constrain some revenues, while student enrollment or grant awards drive other revenues. When revenue is constrained, it is necessary to reduce projected expenditures or identify new revenue sources. The ELT works with College Deans and Directors to identify areas where expenses can be reduced or eliminated.

The ELT ensures that the proposed Operating Budget conforms to the College Philosophy and Budgeting Parameters, which are shared with the Board repeatedly throughout the budget planning process. The Board reviews a summary of the proposed Operating Budget in May. After the June public hearing, the Board adopts all budgets at its June regular meeting.

Budget Monitoring

NTC leadership holds College Deans and Directors accountable for operating within their established budgets and following College-wide purchasing procedures. The Finance team holds regular meetings with College Deans and Directors to review progress.

Budget Modification

The budget is a plan, and unanticipated changes inevitably occur during the year. Budget modifications require approval by at least two-thirds of the district board membership. Examples of changes include approval of new strategic initiatives, new grant funding, or other significant changes in revenues or expenditures. Wisconsin state statutes require publication of a Class I notice of budget modifications within ten days after Board approval, followed by WTCS state office notice within 30 days.

2024-2025 Budget Assumptions

Program and Service Assumptions

Northcentral Technical College plans and prepares its annual budget using the NTC Strategic Directions as a guide.

- Continue to expand flexibility of offerings to ensure learners have the opportunity to balance work, life and education.
- Develop new and innovative programming, including the expansion of short-term credentials.
- Utilize new and existing state and federal grants to expand and support programs and services.

24-25 Financial Budget Assumptions

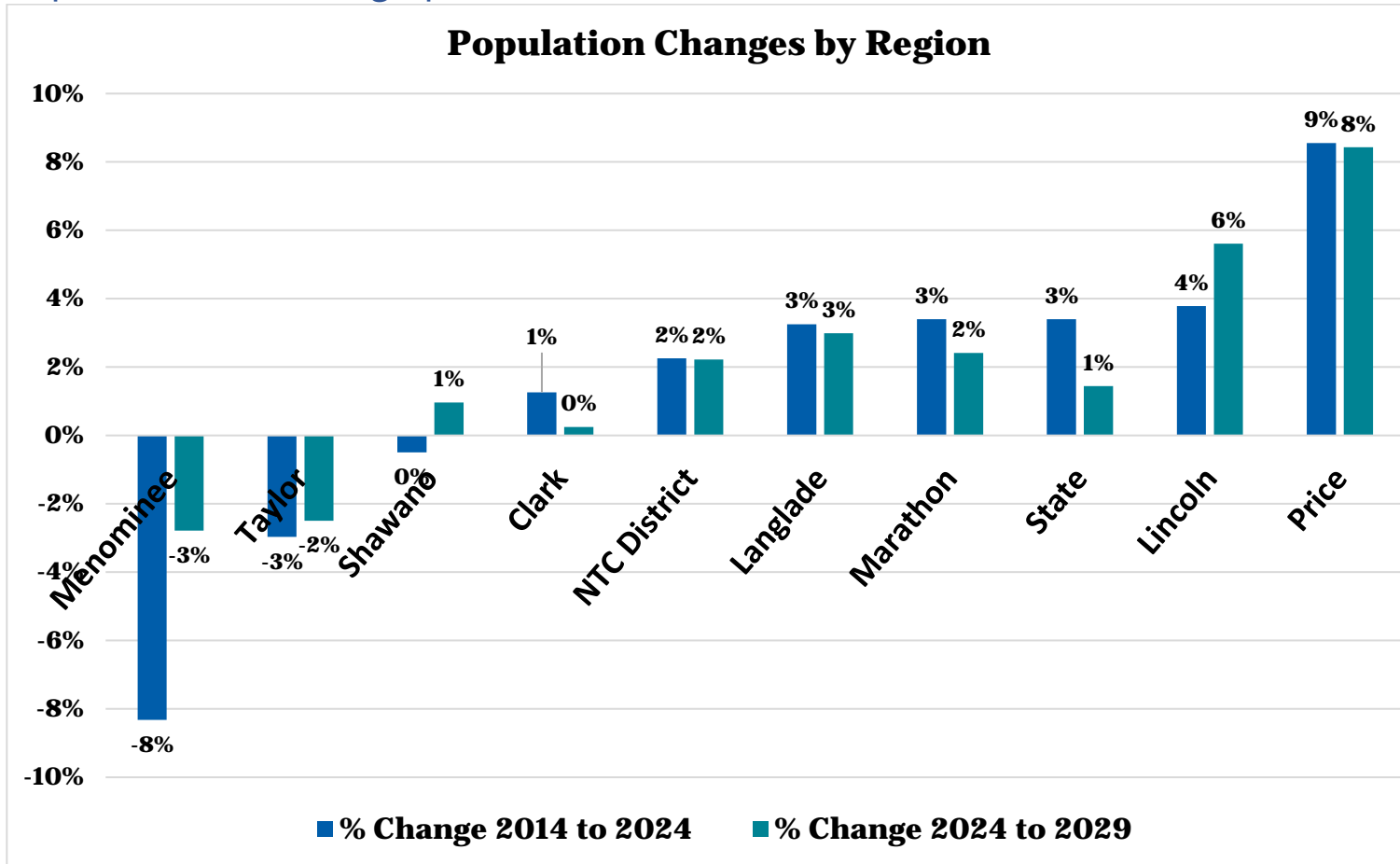
- FTE projection of 2,805, with an estimated headcount increase of 3%.
- Stable District property tax revenue and stable State Aids (based on FTEs, expenditures, property valuation, and performance measures).
- Tuition rate increase of 2.25% for occupational courses; 0% increase for Associate of Arts/Associate of Science courses.

Facts, Trends, and Forecasts

2024-25

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

Population and Demographic Trends



	2014 Population	2024 Population	2029 Population	# Increase in 2029	% Increase in 2029
Menominee	4,508	4,133	4,018	-115	-2.8%
Taylor	20,414	19,808	19,314	-494	-2.5%
Clark	34,348	34,782	34,869	87	0.3%
Shawano	41,349	41,144	41,541	397	1.0%
Marathon	135,173	139,766	143,140	3,374	2.4%
Langlade	19,258	19,884	20,478	594	3.0%
Lincoln	28,105	29,168	30,804	1,636	5.6%
Price	13,658	14,826	16,076	1,250	8.4%
NTC District	296,813	303,510	310,239	6,729	2.2%
State	5,753,199	5,948,693	6,034,425	85,732	1.4%

Source: Lightcast-Demographic view by County (Counties more than 5% in NTC District included)

- The NTC district’s population as a whole has been increasing since 2014 and will increase more quickly than the state rate over the next five years (2.2%). While there are counties in the District that have experienced a population decrease, most counties have experienced an increase in population, with Price County expecting the largest growth over the next five years at over 8%.
- The overall population growth of the region is not equitably distributed amongst age groups. The table below shows the changes within various age groups within NTC’s district between 2014 and 2024 and estimates of what the population distribution will be in 2029.

Age Group	2014		2024		2029	
	Population	2014 Share	Population	2024 Share	Population Estimate	2029 Share Estimate
0-19	75,780	25.5%	72,977	24.0%	72,316	23.3%
20-39	64,442	21.7%	66,311	21.8%	69,174	22.3%
40-59	84,833	28.6%	74,106	24.4%	73,764	23.8%
60+	71,758	24.2%	90,117	29.7%	94,985	30.6%
Total	296,813		303,510		310,028	

Source: Lightcast-Demographic view by County (Counties more than 5% in NTC District included)

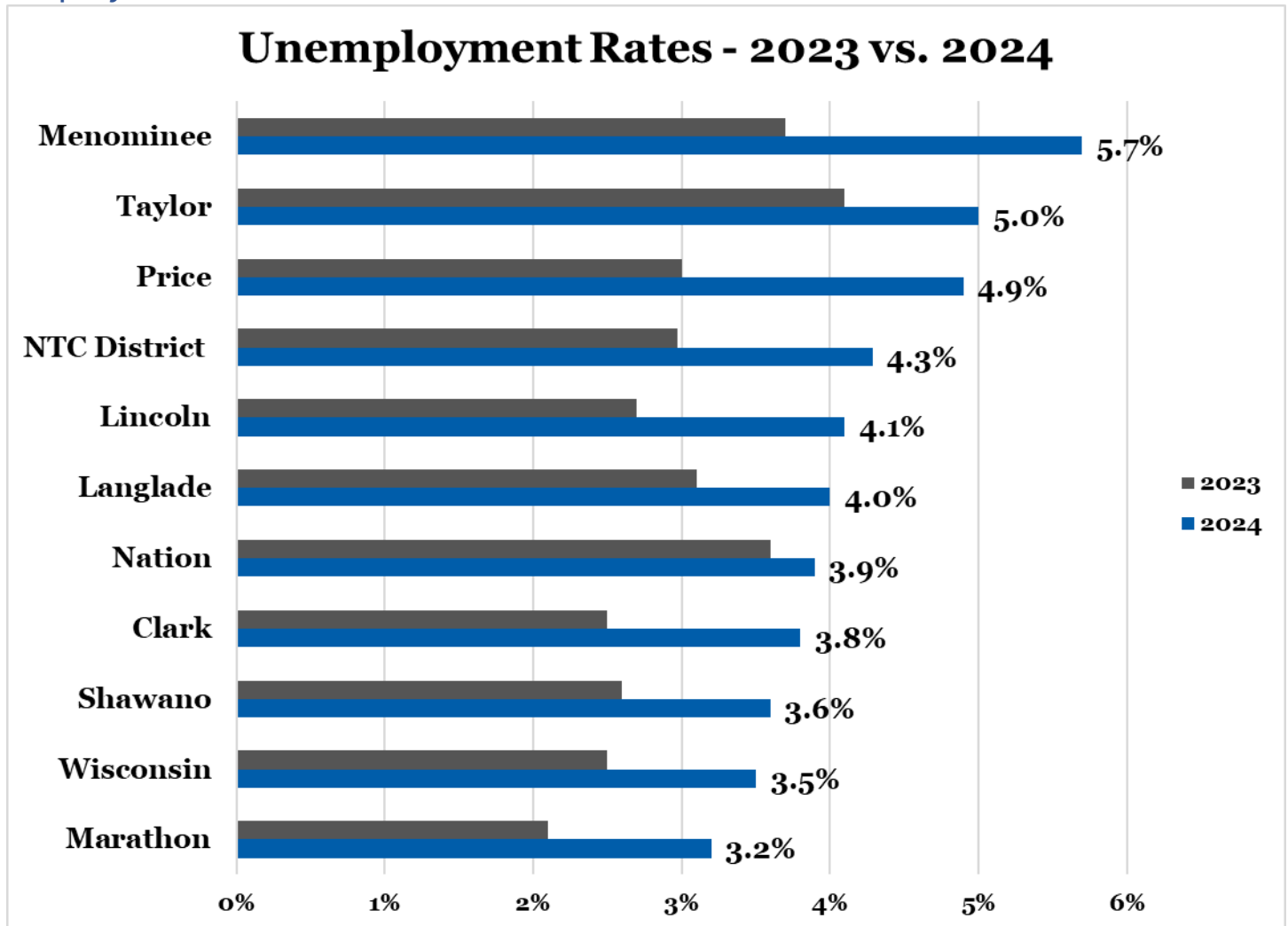
- In 2014 the population of 60+ was 24.2% of the total district population. By 2029, that proportion will increase to over 30% while the younger populations (0-19 and 20-39; the most popular demographics for postsecondary education) will remain static. With the aging populations in the District, the College has responded with expanded specialized training and continuing education offerings. A retiring workforce widens the skills gap for current workers.
- NTC’s Workforce Training + Professional Development team works diligently to fill the critical and growing need for a skilled workforce as demographic profiles change by offering training, conferences and professional development opportunities for younger incumbent workers.
- High schools in the NTC district experienced an increase of nearly 20% in high school graduates when comparing 2013-2012 to 2022-2023. Although there is a continued increase in high school graduates, ensuring a close relationship and expanded programming in District K-12 schools will help the College capture a larger market share of a high school graduates as the traditional high school population declines over the next several years and into the considerable future.

	2013-2014	2022- 2023	10 Year % Change
Clark	1,057	1,402	32.6%
Langlade	765	811	6.0%
Lincoln	1,118	1,287	15.1%
Marathon	4,480	5,694	27.1%
Menominee	185	245	32.4%
Portage	2,008	2,574	28.2%
Price	494	599	21.3%
Shawano	1,257	1,463	16.4%
Taylor	670	1,052	57.0%
Wood	2,923	3,405	16.5%
NTC District High Schools	8,181	9,730	18.9%
State	182,423	241,971	32.6%

Source: Source: WI Dept of Public Instruction: WI WiseDash Data Files

Note: County totals include all school district graduates within that county. **NTC District High Schools** only includes the 28 high schools provided by Student Services. A full list is provided in the Appendix

Employment Trends



Source: State of Wisconsin Department of Workforce Development

Unemployment rates in the NTC district have increased over the last year. In March 2024, NTC’s district had a cumulative unemployment rate of 4.3% — up from 3.0% in 2023. This is higher than both the Wisconsin rate of 3.5% and the National rate of 3.9% (last year 4.1%). However, we do have a number of counties within our district with unemployment rates far lower than the state and national averages, with Marathon County experiencing the lowest unemployment rate in the NTC District at 3.2%.

In response to learner, business and community needs, the College’s program portfolio includes flexible offerings and new and innovative programming.

- NTC has seen an 62% decrease in dislocated workers served at the College during the past five years, decreasing from 76 dislocated workers served in 2017-18 to 30 dislocated workers served in 2022-23. (*WTCS Outcomes-Based Funding Data, Criterion 9*) Rapid response teams from the College meet routinely with dislocated workers to identify potential career pathways.
- As students seek career opportunities upon graduation, they are well prepared with the skills needed to be successful as evidenced by the College’s 95% job placement rate for 2021-2023 graduates that were seeking employment or employed six months out and 73% of them employed in field related to their discipline. (*WTCS Tableau Dashboard*)
- The number of jobs available in the NTC district has remained constant since 2024. This is slower than growth at both the state level (4.8%) and national level (10.2%). In addition, the growth in jobs in the NTC district vary significantly between positive (Marathon, Clark, Menominee, and Taylor) and negative (Price, Lincoln, Langlade, and Shawano) job growth (see table below).

Job Trends by County – 2014 Through 2023

	2014 Jobs	2023 Jobs	% Change from 2014
Price	6,455	6,078	-5.8%
Lincoln	12,087	11,741	-2.9%
Langlade	8,844	8,612	-2.6%
Shawano	14,765	14,389	-2.5%
Taylor	9,040	9,149	1.2%
Marathon	76,043	77,545	2.0%
Clark	12,761	13,575	6.4%
Menominee	2,474	2,771	12.0%
NTC District	142,639	143,575	0.7%
Wisconsin	3,076,434	3,225,196	4.8%
United States	155,229,534	171,071,791	10.2%

Source: Lightcast - Industry Table January to December Calendar Year

Program Trends

- Flexible learning, including in-person, Attend Your Way, online and eight-week course options, continue to be integral to the College’s ability to meet the needs of the current workforce.
- Beginning in 2024-25, the College will be working with Gray Decision Intelligence to review economic and program data for NTC’s current program portfolio and evaluate new program opportunities to ensure the College has the right program mix to serve learners, businesses and

communities. This directly aligns with the new 24-29 Strategic Plan which outlines NTC’s commitment to “*Evaluate and continuously improve programs and services to ensure effectiveness and relevancy; provide training when and where the learning is needed; tailor offerings to meet unique job market, industry and community needs and focus resources accordingly.*”

Appendix List of NTC District High Schools

1. Abbotsford Middle/Senior High
2. Antigo High
3. Athens High
4. Bowler High
5. Chequamegon High
6. Colby High
7. DC Everest High
8. Edgar High
9. Enrich Excel Achieve Learning Academy
10. Loyal High
11. Marathon High
12. Medford High
13. Menominee Indian High
14. Merrill High
15. Mosinee High
16. Phillips High
17. Prentice High
18. Rib Lake High
19. Rosholt High
20. Spencer Junior High/High School
21. Stratford High (*formerly Stratford Junior/Senior High*)
22. Tigerton High
23. Wausau Area Virtual Education
24. Wausau East High
25. Wausau Engineering and Global Leadership Academy
26. Wausau West High
27. White Lake High
28. Wittenberg-Birnamwood High

New Program Initiatives and Organizational Changes

2024-2025

In the coming year, the College continues to build upon the strong portfolio of programming offered to District residents through sound fiscal management and the reallocation of resources. Those reallocations are guided by NTC's core beliefs and values.

The 2024-2025 Budget includes the following:

Learner Success

The College fosters a dedication to student success by providing a technologically advanced academic environment, a committed Student Success Team, and a strong institutional focus upon exceptional instruction. The College makes data-informed decisions about investment priorities based upon measurable student success points that include applications, matriculation, enrollment, retention, completion, graduation, transfer and placement. Greater emphasis has been placed on providing wrap-around services to students in safe and secure learning environments.

Innovation + Growth

The College is preparing students for the employment opportunities of the future state-of-the-art facilities, including an Industry 4.0 Smart Manufacturing Lab and an interdisciplinary Health 4.0-focused building, replete with simulation and augmented reality elements. NTC is further expanding its extended and computer-mediated reality learning environments for students, particularly in Agriculture and Public Safety. College Advisors are connecting with students using both traditional, face-to-face meeting methods and new technologically enhanced approaches.

Access + Inclusion

NTC meets students where they are to ensure every learner has the opportunity to be successful. NTC provides open-access educational opportunities for all district residents and is a reliable talent pipeline for employers. Mentoring and Onboarding Ambassador programs have been implemented to ensure new employees are intentionally welcomed into the NTC community. NTC continues to increase access to education through the expansion of the College's flexible delivery options including NTC Connect (students decide whether to attend in-person, synchronously online or asynchronously online), which is delivered using technologically-advanced educational facilities and leading instructional methodologies. The College continues to support the delivery of regional programs and courses in multiple learning modes to maximize offerings in support of regional learner needs. The library loans portable Wi-Fi devices to students who need a more flexible internet access point and learners have access to dormitory-style housing with the College-adjacent Timberwolf Suites.

Meaningful Engagement

The College continues to be a regional employer of choice, a status it has achieved through offering competitive salaries and an exceptional total rewards package. NTC has built an organizational culture of knowledge, civility, accountability and respect, in order to continue to serve learners, communities and businesses with integrity. The College continues to invest in employee professional development as part of the overall commitment to attract and retain the very best.

Community Commitment

The College remains dedicated to serving all stakeholders in our community by working closely with local K-12 districts, supporting local businesses and partnering with local government to seek opportunities in the expansion of regional educational offerings. Strong relationships with other higher education partners continue to be leveraged to provide students transfer options. The College partners work closely with local stakeholders in developing short-term credentials and just-in-time training opportunities to ensure Central Wisconsin businesses and industries continue to thrive. Efforts include the College's new Dental Therapy program, made possible with legislative and business partnerships, which will help ensure reliable, affordable access to dental care in some of the region's most underserved, rural locations.

Capital Resource Plan

Definitions

Capital Equipment – Moveable capital assets, including computers, vehicles, furniture, or other furnishings, having a useful life of greater than two years and a dollar value greater than \$5,000.

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

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

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

Major Capital Expenditure Plans for 2024-2025

Each year, NTC’s annual capital planning begins by determining equipment needs for each individual instructional area. The divisional Deans and the Provost and Vice President for Learning prioritize and approve instructional equipment needed to meet established College goals. The President of the College, in conjunction with the Vice President of Business and Technology, and the Senior Director of Facilities Management, determine the prioritization of technology and facility needs. For 2024-25, the District Board approved the capital plan to spend \$14,917,172, funded through capital borrowings, donations, and capital fund balance.

Previously Committed Capital Expenditures \$4,503,676, which includes funding for ongoing items such as:

- Distance education leases
- Software and license renewals
- Advanced technology initiatives, including the continued implementation of a new college-wide ERP system and Artificial Intelligence technologies
- Contingency

High Priority Educational Needs \$2,410,496, which includes equipment purchases needed for instruction such as:

- Equipment for new programs, including Industry 4.0 Ag + Transportation CNG at Diesel, Industry 4.0 Smart Manufacturing, Artificial Intelligence initiative, virtual learning lab software tools, and Respiratory Therapy
- Equipment for existing programs such as Wood Technology (Saw Mill), CDL, Welding, EMS, Apprenticeship and more

Technology Maintenance \$1,503,000, which includes College-wide technology maintenance and renewal costs:

- Maintenance and replacement costs for server and network equipment
- Data cabling and operating system upgrades
- Microcomputer upgrades and replacements
- IT consulting
- Smart Classrooms

Long-Range Facility Plan Recommendations

Regional Campuses \$1,505,000, which includes regional improvements such as:

- CDL and Donor Addition at the Merrill campus
- Industry 4.0 Ag + Transportation CNG at Diesel
- Splash Tower Replacement at Phillips campus

Central Campus Facility and Improvement \$4,245,000, which includes Wausau Campus improvements such as:

- Emergency Services Training Center addition
- E Parking Lot Resurfacing
- H Building Roof Replacement
- Continued HVAC upgrades in the Health Science building
- Remodeling of the D Building including Criminal Justice Classrooms, Student Life, and Student Engagement Vestibule Addition.
- Dental Vestibule Addition, improvements, and security in the Health Sciences Building
- WTPD Training Room Remodels and Additions

NORTHCENTRAL TECHNICAL COLLEGE
Staff Position Summary - Full Time Equivalent (FTE) Basis ⁽¹⁾
2024-2025

	2022-2023						2023-2024 ⁽²⁾						2024-2025 ⁽³⁾⁽⁴⁾					
	General Fund	Special Revenue Fund	Capital Fund	Proprietary Fund	Fiduciary Fund	2022-2023	General Fund	Special Revenue Fund	Capital Fund	Proprietary Fund	Fiduciary Fund	2023-2024	General Fund	Special Revenue Fund	Capital Fund	Proprietary Fund	Fiduciary Fund	2024-2025
Administrators/ Supervisors	53.11	10.19	2.70	1.00	5.00	72.00	59.44	11.06	3.00	2.00	4.50	80.00	62.14	11.06	3.30	2.00	4.50	83.00
Teachers	135.77	11.23				147.00	140.82	8.18				149.00	144.82	8.18				153.00
Specialists	23.07	12.62	1.31			37.00	24.35	12.65	1.00		38.00	26.25	13.65	1.10				41.00
Other Staff	121.06	32.45	1.40	2.13	2.95	159.99	125.17	23.84	1.20	1.13	1.35	152.69	138.06	24.25	1.20	1.13	1.35	165.99
	333.01	66.49	5.41	3.13	7.95	415.99	349.78	55.73	5.20	3.13	5.85	419.69	371.27	57.14	5.60	3.13	5.85	442.99

Notes:

- 1 - FTE totals include grant funded positions, and do not include student workers or adjunct faculty.
- 2 - 2023-2024 FTE totals are estimated year-to-date through May 1, 2024.
- 3 - Projected 2024-2025 FTE totals are based on current positions, approved new positions, less positions not in place/posted for the new year.
- 4 - Projected 2024-2025 FTE totals include 24 open and on hold positions; these position statuses were not previously reported.

FINANCIAL DATA



2024-2025
BUDGET & PLANNING

Financial Structure

Fund

A fund is a fiscal and accounting entity with a self-balancing set of accounts, established for a specific purpose or objective. Each fund includes accounts for assets, liabilities, fund balances, revenues, and expenditures necessary to record the fund's financial condition and operations.

Governmental Funds

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

Special Revenue Fund - Operational - A Special Revenue Fund accounts for the proceeds and related financial activity of specific revenue sources that are legally restricted for a specific purpose, except for major capital projects and expendable trusts. In general, activities that are project-specific and not considered part of the regular program of the College should be budgeted and controlled through the Special Revenue Fund. Typical inclusions are Vocational Education Act, Adult Education Act, and Job Training Partnership Act. Excluded would be construction or remodeling projects, and fiduciary activities, including student loans.

Special Revenue Fund - Non-Aidable - A Special Revenue Fund Non-Aidable Fund accounts for WTCS non-aidable activities, which must be excluded from the Special Revenue Fund - Operational Fund because they do not impact operational costs used in state aid and program fee computations. Resources held for the benefit of individuals where the College has administrative involvement should be included here. Student financial aid meets this definition since the College monitors compliance with the Federal requirements and is responsible for disbursing and returning funds. For GASB reporting purposes, no special revenue segregation occurs for non-aidable funds.

Capital Projects Fund - The Capital Projects Fund accounts for all resources and related financial activity for all capital expenditure projects regarding the acquisition of sites, purchase or construction of buildings (including equipping), lease/purchase of buildings, or remodeling and improvement of buildings. All moveable and fixed equipment not purchased through proprietary or non-expendable trust funds is also budgeted and accounted for in the Capital Projects Fund. Minor equipment purchased for and within two years of the acquisition of a building shall be budgeted and accounted for in the appropriate Capital Projects Fund.

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

Non-Governmental Funds

Proprietary Funds

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

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

Fiduciary Funds

Fiduciary Funds account for activity controlled by the College and administered through a trust or held for the benefit of individuals, but not derived from the government's own source revenues or non-exchange transactions.

- Pension Trust Fund Type records resources and related financial activities for assets held in trust for pension plans, other post-employment benefit plans, and employee benefit plans.
- Investment Trust Fund Type records resources and related financial activities for assets held in trust of the external portion of an investment pool.
- Private-Purpose Trust Fund Type records resources and related financial activity of trust arrangements where the individuals, private organizations, and other governments are the beneficiaries.
- Custodial Fund Type records resources and related financial activity held in a custodial capacity, where funds are received, temporarily invested, and remitted to other parties.

Account Groups

General Capital Assets Account Group

The General Capital Assets Account Group records assets of a physical nature having a long period of usefulness, such as land, buildings, and equipment, not including capital assets utilized in proprietary fund activities or in fiduciary funds. Minor equipment is not to be recorded in this account group.

General Long-Term Debt Account Group –

The General Long-Term Debt Account Group records all outstanding general long-term liabilities except for long-term liabilities of proprietary and fiduciary funds, which are accounted for in the respective fund.

Basis of Budgeting

Northcentral Technical College adheres to an annual operating budget formulated in alignment with the principles outlined in Generally Accepted Accounting Principles (GAAP), mirroring the structure and content of its financial statements. The College's budgetary process incorporates encumbrances within expenditure projections, while budgetary revenues encompass property taxes levied for the fiscal year and all tuition and fees accrued during the summer session that concludes within the fiscal year.

Basis of Accounting

The basis of accounting refers to the timing of revenue and expense recognition in accounts and financial statements. The College accounts for governmental and fiduciary funds on a modified accrual basis, which records transactions in the following manner:

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

The College accounts for proprietary funds on an accrual basis, and recognizes revenues when measurable and earned and recognizes expenses as liabilities when incurred, including depreciation expense, where applicable.

Description of Revenue Sources

Northcentral Technical College (NTC) has a diversified funding base comprised of property taxes, state aid, student fees, federal grants, and institutionally generated revenues. NTC believes that this diversity, the strength of the local economy, and its fiscal management will continue to provide the resources required to fulfill its mission now and in the future without significant changes in the level of services provided.

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

State Revenue – General state aid is provided by the Wisconsin Technical College System to fund regular operations and is calculated using an expenditure-driven formula that takes into account full-time equivalent student counts and equalized valuation throughout the district. State aid includes general, outcomes-based, and property tax relief aid. Additionally, state grant revenue supports specific projects such as Career Pathways, Student Support, Core Industry, and Developing Markets.

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

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

Other Student Fees – Examples of other student fees include group dynamics course fees, testing fees, and graduation fees. Also included are student activity fees, which are recorded in the special revenue – non-aidable fund and are used by student life to provide services to the students.

Institutional Revenue – Revenue generated by Workforce Training and Professional Development contracts for customized instruction and technical assistance (38.14 contracts), technical preparation contracts (tech prep, 118.15 slotter contracts), interest or investment earnings, and enterprise activities.

Federal Revenue – NTC receives federal grants for specific projects such as Adult Education and Family Literacy Act and Carl D. Perkins Career and Technical Education Act. Federal revenue includes student financial assistance such as Pell, Federal Supplemental Educational Opportunity Grants, and Federal Work-Study.

Description of Expenditure Functions

The Wisconsin Technical College System Board requires each technical college to classify expenditures by function:

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

Instructional Resources – The Instructional Resources function includes all learning resource activities such as the library, academic resource center, instructional resources administration, and clerical support.

Student Services – This function includes non-instructional services provided for the student body, such as student recruitment, student services administration and clerical support, admissions, registration, counseling (including testing and evaluation), health services, financial aid, placement, and follow-up, as well as non-instructional athletics such as varsity and intramural athletic activities.

General Institution – This function includes all services benefiting the entire College, excluding expenses chargeable directly to other functional categories. Examples are general personnel, employment relations, affirmative action programs, legal fees, external audit fees, general liability insurance, interest on operational borrowing, and public information.

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

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

Northcentral Technical College

BUDGET SUMMARY AND NOTICE OF PUBLIC HEARING

July 1, 2024 - June 30, 2025

	General and Special Revenue Funds (Operational)			All Other Funds		
	Actuals	Estimated (1)	Budget	Actuals	Estimated (1)	Budget
	FY2023	FY2024	FY2025	FY2023	FY2024	FY2025
SOURCES OF FUNDS						
<u>Revenue</u>						
Local Government Revenue	10,491,597	10,888,754	11,392,222	13,916,433	15,679,266	16,147,606
State Aids	24,317,908	24,606,432	24,609,132	1,852,502	1,642,277	3,925,133
Statutory Program Fees	9,074,040	9,559,453	9,933,500	-	-	-
Material Fees	481,016	545,439	546,246	-	-	-
Other Student Fees	670,960	661,078	668,750	264,769	742,437	825,000
Institutional Revenue (2)	6,401,288	6,871,824	6,900,478	9,627,724	9,934,509	8,509,394
Federal Revenue	2,633,824	1,746,513	1,762,318	9,834,502	10,199,007	10,719,439
Total Revenue	54,070,633	54,879,494	55,812,646	35,495,930	38,197,497	40,126,572
<u>Other Funding Sources</u>						
Proceeds From Debt/Sales	-	-	-	12,300,505	13,900,000	13,500,000
Interfund Transfers In	528,878	-	500,000	1,567,235	1,200,000	-
Reductions in Fund Balance	171,688	117,841	1,952,315	246,999	1,647,031	2,280,688
Total Sources of Funds	54,771,199	54,997,335	58,264,961	49,610,669	54,944,528	55,907,260
USES OF FUNDS						
<u>Expenditures</u>						
Instructional	32,963,372	34,000,328	37,033,999	5,120,338	5,261,565	4,695,272
Instructional Resources	1,199,681	1,270,800	1,503,886	771,569	579,850	342,604
Student Services	4,603,432	4,934,996	5,236,440	10,285,882	11,476,039	12,329,879
General Institutional	9,827,429	9,491,219	10,076,831	6,605,151	7,645,771	5,793,234
Physical Plant	4,215,914	4,021,190	4,413,804	17,980,763	21,313,034	22,794,835
Auxiliary	-	-	-	7,823,736	7,867,124	8,376,450
Total Expenditures	52,809,828	53,718,532	58,264,961	48,587,439	54,143,385	54,332,274
<u>Other Uses</u>						
Interfund Transfers Out	1,813,319	1,200,000	-	282,794	-	500,000
Increases to Fund Balance	148,052	78,803	-	740,436	801,145	1,074,986
Total Uses of Funds	54,771,199	54,997,335	58,264,961	49,610,669	54,944,530	55,907,259
FUND BALANCE						
Beginning Balance	23,244,799	23,221,163	23,182,125	32,028,724	32,522,161	32,876,275
Ending Balance	23,221,163	23,182,125	21,229,810	32,522,161	32,876,275	31,670,573

PROPERTY TAX AND EXPENDITURE HISTORY

Year	Equalized Valuation	Operational	Debt Service	Mill Rate	Percent Inc/(Dec)
2020	\$ 17,244,992,207	0.63192	0.63817	1.27009	n/a
2021	\$ 18,157,430,905	0.62456	0.63817	1.26273	-0.58%
2022	\$ 18,700,654,022	0.57249	0.63817	1.21066	-4.12%
2023	\$ 21,040,837,383	0.50436	0.66551	1.16987	-3.37%
2024	\$ 23,814,254,899	0.46549	0.65000	1.11549	-4.65%
2025 (3)	\$ 24,688,623,907	0.46549	0.65000	1.11549	0.00%

Year	Total Expenditures All Funds	Expenditure Inc/(Dec)	Tax Levy	Tax Levy Inc/(Dec)	\$100,000 of Property
2020	\$ 95,760,561	n/a	\$ 21,902,757	n/a	\$127.01
2021	\$ 90,115,796	-5.89%	\$ 22,927,965	4.68%	\$126.27
2022	\$ 100,995,001	12.07%	\$ 22,640,206	-1.26%	\$121.07
2023	\$ 101,397,267	0.40%	\$ 24,615,099	8.72%	\$116.99
2024	\$ 107,861,917	6.38%	\$ 26,564,481	7.92%	\$111.55
2025	\$ 112,597,235	4.39%	\$ 27,539,828	3.67%	\$111.55

(1) Nine months actual and three months estimated.

(2) Consists of interest income, contract revenue, gifts, grants, sales and miscellaneous revenue.

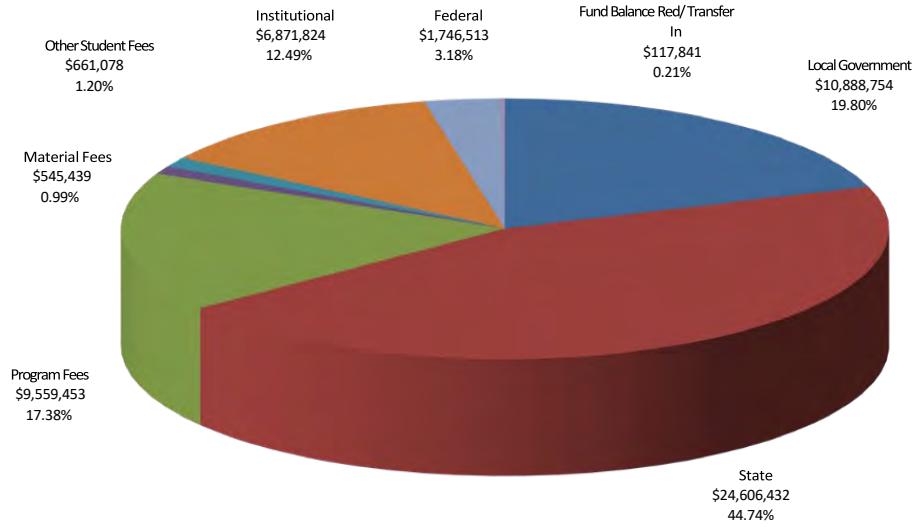
(3) For projected neutral mill rates: 3.67% increase in property valuation and 1.5% increase in net new construction.

NOTICE OF PUBLIC HEARING

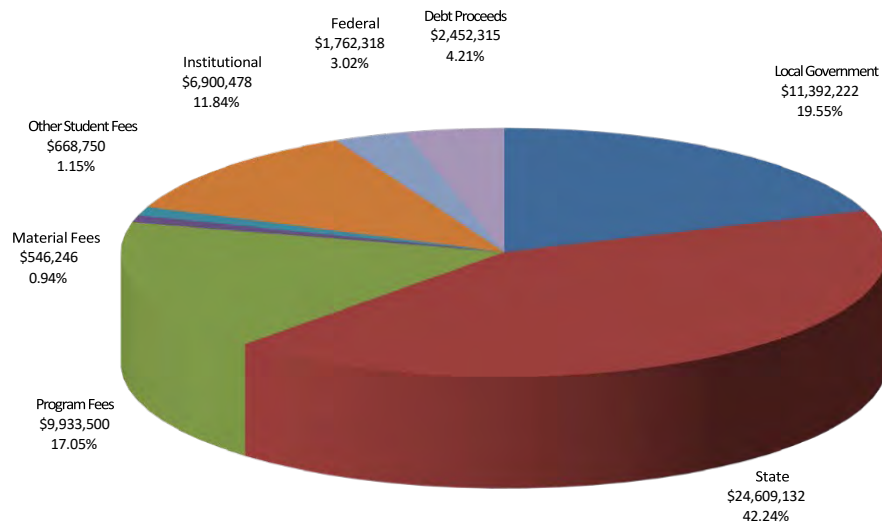
A public hearing on the proposed 2024-2025 budget for the Northcentral Technical College District will be held at Northcentral Technical College, Timberwolf Conference Center - D100, 1000 West Campus Drive, Wausau, WI 54401, and via Zoom, on Tuesday, June 4, 2024 at 12:00 p.m.

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

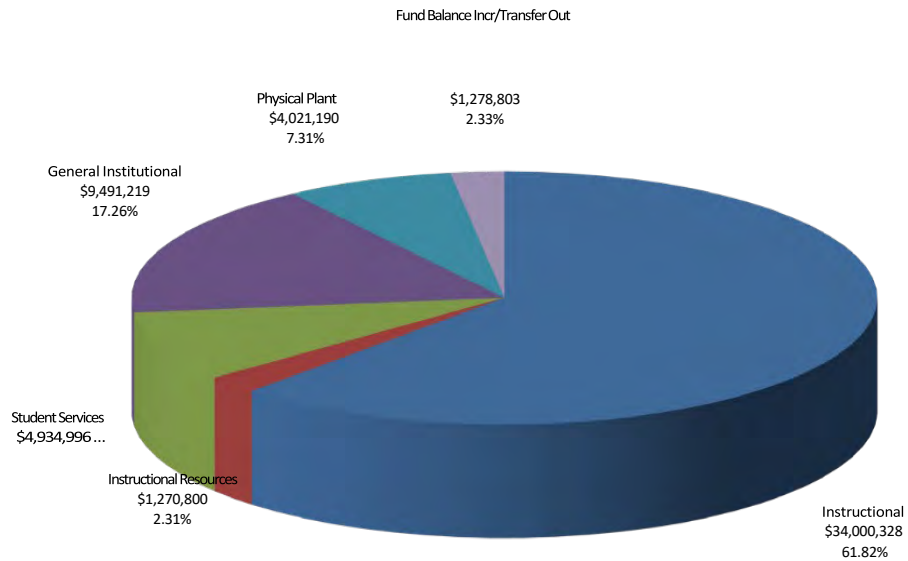
NORTHCENTRAL TECHNICAL COLLEGE
Operational (Funds 1 & 2)
Estimated Sources of Revenue
2023-2024



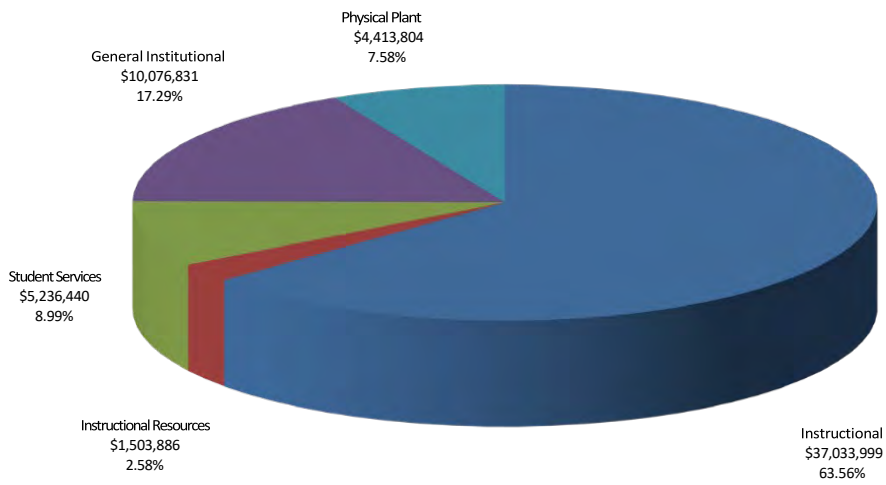
NORTHCENTRAL TECHNICAL COLLEGE
Operational (Funds 1 and 2) Budgeted
Sources of Revenue 2024-2025



NORTHCENTRAL TECHNICAL COLLEGE
Operational (Funds 1 and 2) Estimated
Expenditures by Function 2023-2024



NORTHCENTRAL TECHNICAL COLLEGE
Operational (Funds 1 and 2) Budgeted
Expenditures by Function 2024-2025



NORTHCENTRAL TECHNICAL COLLEGE
Pro-Forma Balance Sheet - Budgetary Basis
June 30, 2024

	Governmental Fund Groups				Proprietary Fund Types		Account Groups		
	General	Special Revenue Operational	Special Revenue Non-Aidable	Capital Projects	Debt Service	Enterprise	Internal Service	General Long-Term Obligations	Capital Assets
ASSETS AND OTHER DEBITS									
Cash and Investments	\$15,584,773	(\$1,496,200)	\$1,137,745	\$19,189,334	\$3,569,714	\$390,833	\$6,195,649	\$0	\$0
Receivables:									
Taxes	3,200,000				4,500,000				
Accounts	6,000,000	700,000	200,000	500,000		23,000	10,000		
Interest									
Due from Other Governments		900,000	80,000						
Transfers from Other Funds				1,200,000					
Inventories						140,000			
Prepaid Expenditures	480,000	200							
Land, Building, and Equipment									78,719,555
Amount Available in Debt Service								5,969,714	
Amount to be Provided for Long-term Debt								42,840,286	
Total Assets and Other Debits	<u>\$25,264,773</u>	<u>\$104,000</u>	<u>\$1,417,745</u>	<u>\$20,889,334</u>	<u>\$8,069,714</u>	<u>\$553,833</u>	<u>\$6,205,649</u>	<u>\$48,910,000</u>	<u>\$78,719,555</u>
LIABILITIES									
Accounts Payable	\$300,000	\$36,000	\$1,300,000	\$600,000		\$50,000	\$60,000		
Accrued Salaries and related items	1,680,000								
Transfers To Other Funds	1,200,000								
Due To Student Organizations									
Deferred Revenues	2,200,000	60,000	60,000		2,100,000	90,000			
Long-term Notes Payable								48,910,000	
Unfunded Employee Benefits									
Total Liabilities	<u>5,380,000</u>	<u>104,000</u>	<u>1,360,000</u>	<u>600,000</u>	<u>2,100,000</u>	<u>140,000</u>	<u>60,000</u>	<u>48,910,000</u>	<u>0</u>
FUND EQUITY									
Investment in General Fixed Assets									78,719,555
Retained Earnings - Unreserved						413,833	6,145,649		
Fund balances:									
Reserved:									
Capital projects				20,289,334					
Debt service					5,969,714				
Prepaid expenditures	480,000								
Encumbrances	20,000								
Student organizations			57,745						
Unreserved:									
Designated for Operations	10,578,420	0							
Designated for State Aids Fluctuations	925,000								
Designated for Subsequent Years	1,500,000								
Designated for Subsequent Year	3,317,608	0							
Designated for Post Employment Benefits	3,063,745								
Designated for Special Projects									
Total Fund Equity	<u>19,884,773</u>	<u>0</u>	<u>57,745</u>	<u>20,289,334</u>	<u>5,969,714</u>	<u>413,833</u>	<u>6,145,649</u>	<u>0</u>	<u>78,719,555</u>
Total Liabilities and Fund Equity	<u>\$25,264,773</u>	<u>\$104,000</u>	<u>\$1,417,745</u>	<u>\$20,889,334</u>	<u>\$8,069,714</u>	<u>\$553,833</u>	<u>\$6,205,649</u>	<u>\$48,910,000</u>	<u>\$78,719,555</u>

Northcentral Technical College
 Combined Fund Summary
 2024-2025 Budgetary Statement of Resources, Uses and Changes in Fund Balance

	<u>FY2023</u> <u>Actuals</u>	<u>FY2024</u> <u>Budget</u>	<u>FY2024</u> <u>Estimated (1)</u>	<u>FY2025</u> <u>Budget</u>
Revenues				
Local Government Revenue	24,408,030	24,991,291	26,568,020	27,539,828
State Aids	26,170,410	26,180,773	26,248,710	28,534,265
Statutory Program Fees	9,074,040	9,129,720	9,559,453	9,933,500
Material Fees	481,016	509,397	545,439	546,246
Other Student Fees	935,729	862,250	1,403,516	1,493,750
Institutional Revenue	16,029,012	14,719,376	16,806,333	15,409,872
Federal Revenue	12,468,326	13,355,325	11,945,520	12,481,757
Total Revenues	89,566,563	89,748,132	93,076,992	95,939,218
<u>Other Funding Sources</u>				
Proceeds From Debt/Sales	12,300,505	17,857,820	13,900,000	13,500,000
Interfund Transfers In	2,096,113	1,485,000	1,200,000	500,000
Reductions in Fund Balance	418,687	4,654,271	1,764,872	4,233,003
Total Sources of Funds	104,381,868	113,745,223	109,941,864	114,172,221
Expenditures				
Instruction	38,083,710	40,310,547	39,261,893	41,729,272
Instructional Resources	1,971,250	2,080,828	1,850,649	1,846,490
Student Services	14,889,314	15,512,595	16,411,035	17,566,320
General Institutional	16,432,580	17,515,679	17,136,990	15,870,064
Physical Plant	22,196,677	26,054,868	25,334,225	27,208,639
Auxiliary Services	7,823,736	8,310,000	7,867,124	8,376,450
Total Expenditures	101,397,267	109,784,517	107,861,916	112,597,235
<u>Other Uses</u>				
Interfund Transfers Out	2,096,113	1,485,000	1,200,000	500,000
Increases to Fund Balance	888,488	2,725,706	879,948	1,074,986
Total Uses of Funds	104,381,868	113,995,223	109,941,864	114,172,221
Transfers To (From) Fund Balance				
Reserves for Prepaid Items	-	-	355,000	-
Reserved for Encumbrances	-	-	20,000	-
Designated for Operations	(23,636)	1,172,657	(2,906,411)	1,052,135
Designated for State Aids Fluctuations	-	-	(21,037)	-
Designated for Subsequent Year	-	(1,292,200)	2,199,767	(2,940,705)
Designated for Subsequent Years	-	(1,419,055)	1,500,000	-
Designated for Post-Employment Benefits	-	(266,586)	(1,186,357)	(63,745)
Reserve for Student Organizations	1,079	(60,965)	32,749	87,470
Reserve for Capital Projects	(59,707)	2,725,706	(447,031)	(1,417,172)
Reserve for Debt Service	125,009	(1,621,122)	155,901	685,606
Retained Earnings	427,056	(1,167,000)	612,495	(561,606)
Total Transfers To (From) Fund Balance	469,801	(1,928,565)	315,076	(3,158,017)
Beginning Fund Balance	55,273,523	51,483,913	55,743,324	56,058,400
Ending Fund Balance	55,743,324	49,555,348 ⁽²⁾	56,058,400	52,900,383

(1) Nine months actual and three months estimated.

(2) Aligned to approved original budget.

Northcentral Technical College
General Fund
2024-2025 Budgetary Statement of Resources, Uses and Changes in Fund Balance

	FY2023 Actuals	FY2024 Budget	FY2024 Estimated (1)	FY2025 Budget
Revenues				
Local Government Revenue	9,591,597	10,188,326	10,288,754	10,892,222
State Aids	22,078,799	22,090,918	21,965,579	22,570,252
Statutory Program Fees	8,872,369	8,892,600	9,341,399	9,686,000
Material Fees	451,593	480,187	517,846	509,096
Other Student Fees	124,868	108,500	137,269	146,000
Institutional Revenue	877,377	651,000	1,334,636	994,274
Federal Revenue	6,550	6,985	7,000	5,000
Total Revenues	42,003,153	42,418,515	43,592,483	44,802,844
<u>Other Funding Sources</u>				
Interfund Transfers In	422,615	1,485,000	-	500,000
Reductions in Fund Balance	171,688	1,500,000	-	1,500,000
Total Sources of Funds	42,597,456	45,403,515	43,592,483	46,802,844
Expenditures				
Instruction	24,008,102	26,796,507	25,374,681	28,202,923
Instructional Resources	1,087,668	1,197,131	1,220,314	1,461,848
Student Services	2,781,409	3,051,331	2,958,483	3,400,007
General Institutional	9,077,599	10,001,632	8,760,770	9,347,973
Physical Plant	4,194,949	4,356,914	3,999,433	4,390,093
Auxiliary Services	-	-	-	-
Total Expenditures	41,149,727	45,403,515	42,313,680	46,802,844
<u>Other Uses</u>				
Interfund Transfers Out	1,447,729	-	1,200,000	-
Increases to Fund Balance	-	-	78,803	-
Total Uses of Funds	42,597,456	45,403,515	43,592,483	46,802,844
Transfers to (From) Fund Balance				
Reserved for Prepaid Items	-	-	355,000	-
Reserved for Encumbrances	-	-	20,000	-
Designated for Operations	(171,688)	1,285,641	(2,906,411)	1,122,291
Designated for State Aids Fluctuations	-	-	(21,037)	-
Designated for Subsequent Year	-	(1,100,000)	2,317,608	(2,558,546)
Designated for Subsequent Years	-	(1,419,055)	1,500,000	-
Designated for Post-Employment Benefits	-	(266,586)	(1,186,357)	(63,745)
Total Transfers To (From) Fund Balance	(171,688)	(1,500,000)	78,803	(1,500,000)
Beginning Fund Balance	19,977,658	18,777,658	19,805,970	19,884,773
Ending Fund Balance	19,805,970	17,277,658 (2)	19,884,773	18,384,773
Fund Balance Designated for Operations as % of Expenses	25.00%	24.13%	25.00%	25.00%

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

(1) Nine months actual and three months estimated

(2) Aligned to approved original budget.

Northcentral Technical College
Special Revenue Fund - Operational
2024-2025 Budgetary Statement of Resources, Uses and Changes in Fund Balance

	FY2023 Actuals	FY2024 Budget	FY2024 Estimated (1)	FY2025 Budget
Revenues				
Local Government Revenue	900,000	600,000	600,000	500,000
State Aids	2,239,109	2,265,784	2,640,854	2,038,880
Statutory Program Fees	201,671	237,120	218,055	247,500
Material Fees	29,423	29,210	27,594	37,150
Other Student Fees	546,092	501,250	523,809	522,750
Institutional Revenue	5,523,911	5,249,649	5,537,188	5,906,204
Federal Revenue	2,627,274	1,597,228	1,739,513	1,757,318
Total Revenues	12,067,480	10,480,241	11,287,011	11,009,802
<u>Other Funding Sources</u>				
Interfund Transfers In	106,263	-	-	-
Reductions in Fund Balance		305,184	117,841	452,315
Total Sources of Funds	12,173,743	10,785,425	11,404,852	11,462,117
Expenditures				
Instruction	8,955,270	8,508,400	8,625,647	8,831,076
Instructional Resources	112,013	36,050	50,486	42,038
Student Services	1,822,023	1,622,280	1,976,513	1,836,433
General Institutional	749,830	593,595	730,449	728,858
Physical Plant	20,965	25,100	21,757	23,712
Total Expenditures	11,660,101	10,785,425	11,404,852	11,462,117
<u>Other Uses</u>				
Interfund Transfers Out	365,590	-	-	-
Increases to Fund Balance	148,052	-	-	-
Total Uses of Funds	12,173,743	10,785,425	11,404,852	11,462,117
Transfers To (From) Fund Balance				
Designated for Operations	148,052	(112,984)		(70,156)
Designated for Subsequent Year		(192,200)	(117,841)	(382,159)
Total Transfers To (From) Fund Balance	148,052	(305,184)	(117,841)	(452,315)
Beginning Fund Balance	3,267,141	3,059,341	3,415,193	3,297,352
Ending Fund Balance	3,415,193	2,754,157 (2)	3,297,352	2,845,037

Special Revenue Funds-Operational are used to account for the proceeds and related financial activity of specific revenue sources that are legally

(1) Nine months actual and three months estimated

(2) Aligned to approved original budget.

Northcentral Technical College
Special Revenue Fund - Non-Aidable
2024-2025 Budgetary Statement of Resources, Uses and Changes in Fund Balance

	<u>FY2023 Actuals</u>	<u>FY2024 Budget</u>	<u>FY2024 Estimated (1)</u>	<u>FY2025 Budget</u>
Revenues				
Local Government Revenue	65,770	200,000	200,000	100,000
State Aids	1,475,013	1,532,614	1,435,941	1,438,956
Other Student Fees	264,769	252,500	742,437	825,000
Institutional Revenue	49,738	55,500	56,000	50,750
Federal Revenue	8,424,021	8,717,405	9,063,645	10,022,643
Total Revenue	<u>10,279,311</u>	<u>10,758,019</u>	<u>11,498,024</u>	<u>12,437,349</u>
<u>Other Funding Sources</u>				
Reductions in Fund Balance	-	60,965	-	-
Total Sources of Funds	<u>10,279,311</u>	<u>10,818,984</u>	<u>11,498,024</u>	<u>12,437,349</u>
Expenditures				
Instruction	-	-	10,000	20,000
Student Services	10,278,232	10,818,984	11,455,275	12,329,879
Total Expenditures	<u>10,278,232</u>	<u>10,818,984</u>	<u>11,465,275</u>	<u>12,349,879</u>
<u>Other Uses</u>				
Interfund Transfers Out	-	-	-	-
Increases to Fund Balance	1,079	-	32,749	87,470
Total Uses of Funds	<u>10,279,311</u>	<u>10,818,984</u>	<u>11,498,024</u>	<u>12,437,349</u>
Transfers To (From) Fund Balance				
Reserve for Student Operations	1,079	(60,965)	32,749	87,470
Total Transfers To (From) Fund Balance	<u>1,079</u>	<u>(60,965)</u>	<u>32,749</u>	<u>87,470</u>
Beginning Fund Balance	23,917	74,437	24,996	57,745
Ending Fund Balance	<u>24,996</u>	<u>13,472</u> (2)	<u>57,745</u>	<u>145,215</u>

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

(1) Nine months actual and three months estimated

(2) Aligned to approved original budget.

Northcentral Technical College
Capital Projects Fund
2024-2025 Budgetary Statement of Resources, Uses and Changes in Fund Balance

	FY2023 Actuals	FY2024 Budget	FY2024 Estimated (1)	FY2025 Budget
Revenues				
State Aids	377,489	291,457	206,336	2,486,177
Institutional Revenue	995,232	335,227	1,087,756	-
Federal Revenue	1,410,481	3,033,707	1,135,362	696,796
Total Revenues	2,783,202	3,660,391	2,429,454	3,182,973
<u>Other Funding Sources</u>				
Proceeds From Debt/Sales	12,000,000	17,457,820	13,500,000	13,500,000
Interfund Transfers In	1,567,235	-	1,200,000	-
Reductions in Fund Balance	59,707		1,647,031	1,417,172
Total Sources of Funds	16,410,144	21,118,211	18,776,485	18,100,145
Expenditures				
Instruction	5,120,338	5,005,640	5,251,566	4,675,272
Instructional Resources	771,569	847,647	579,850	342,604
Student Services	7,650	20,000	20,764	-
General Institutional	6,605,151	6,920,452	7,645,771	5,793,234
Physical Plant	3,899,173	5,598,766	5,278,534	7,289,035
Total Expenditures	16,403,881	18,392,505	18,776,485	18,100,145
<u>Other Uses</u>				
Interfund Transfers Out	6,263	-	-	-
Increases to Fund Balance	-	2,725,706	-	-
Total Uses of Funds	16,410,144	21,118,211	18,776,485	18,100,145
Transfers To (From) Fund Balance				
Reserve for Capital Projects	(59,707)	2,725,706	(447,031)	(1,417,172)
Total Transfers To (From) Fund Balance	(59,707)	2,725,706	(447,031)	(1,417,172)
Beginning Fund Balance	20,796,072	18,860,619	20,736,365	20,289,334
Ending Fund Balance	20,736,365	21,586,325 (2)	20,289,334	18,872,162

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

(1) Nine months actual and three months estimated

(2) Aligned to approved original budget.

Northcentral Technical College
Debt Service Fund

2024-2025 Budgetary Statement of Resources, Uses and Changes in Fund Balance

	FY2023 Actuals	FY2024 Budget	FY2024 Estimated (1)	FY2025 Budget
Revenues				
Local Government Revenue	13,770,657	14,002,966	15,479,266	16,047,606
Institutional Revenue	135,437	50,000	311,135	143,800
Total Revenues	13,906,094	14,052,966	15,790,401	16,191,406
<u>Other Funding Sources</u>				
Premium on Long-Term Debt	300,505	400,000	400,000	-
Interfund Transfers In	-	-	-	-
Reductions in Fund Balance	-	1,621,122	-	-
Total Sources of Funds	14,206,599	16,074,088	16,190,401	16,191,406
Expenditures				
Physical Plant	14,081,590	16,074,088	16,034,500	15,505,800
Total Expenditures	14,081,590	16,074,088	16,034,500	15,505,800
<u>Other Uses</u>				
Increases to Fund Balance	125,009	-	155,901	685,606
Total Uses of Funds	14,206,599	16,074,088	16,190,401	16,191,406
Transfers To (From) Fund Balance				
Reserve for Debt Service	125,009	(1,621,122)	155,901	685,606
Total Transfers To (From) Fund Balance	125,009	(1,621,122)	155,901	685,606
Beginning Fund Balance	5,688,804	6,138,804	5,813,813	5,969,714
Ending Fund Balance	5,813,813	4,517,682 (2)	5,969,714	6,655,320

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

(1) Nine months actual and three months estimated

(2) Aligned to approved original budget.

Northcentral Technical College
Enterprise Fund
2024-2025 Budgetary Statement of Resources, Uses and Changes in Fund Balance

	FY2023 Actuals	FY2024 Budget	FY2024 Estimated (1)	FY2025 Budget
Revenues				
Local Government Revenue	80,006	-	-	-
Institutional Revenue	2,036,885	1,998,000	2,138,528	2,145,760
Total Revenues	2,116,891	1,998,000	2,138,528	2,145,760
<u>Other Funding Sources</u>				
Reductions in Fund Balance	187,292	102,000	-	-
Total Sources of Funds	2,304,183	2,100,000	2,138,528	2,145,760
Expenditures				
Auxiliary Services	2,221,844	2,100,000	2,074,200	1,843,850
Total Expenditures	2,221,844	2,100,000	2,074,200	1,843,850
<u>Other Uses</u>				
Interfund Transfers Out	82,339		-	-
Increases to Fund Balance	-		64,328	301,910
Total Uses of Funds	2,304,183	2,100,000	2,138,528	2,145,760
Transfers To (From) Fund Balance				
Retained Earnings	(187,292)	(102,000)	64,328	301,910
Total Transfers To (From) Fund Balance	(187,292)	(102,000)	64,328	301,910
Beginning Fund Balance	536,797	560,797	349,505	413,833
Ending Fund Balance	349,505	458,797 (2)	413,833	715,743

Enterprise Funds are used to account for operations where the cost of providing goods or services to the student body, faculty and staff, or the

(1) Nine months actual and three months estimated

(2) Aligned to approved original budget.

Northcentral Technical College
Internal Service Fund
2024-2025 Budgetary Statement of Resources, Uses and Changes in Fund Balance

	FY2023 Actuals	FY2024 Budget	FY2024 Estimated ⁽¹⁾	FY2025 Budget
Revenues				
Institutional Revenue	6,410,432	6,380,000	6,341,091	6,169,084
Total Revenues	<u>6,410,432</u>	<u>6,380,000</u>	<u>6,341,091</u>	<u>6,169,084</u>
<u>Other Funding Sources</u>				
Reductions in Fund Balance	-	1,065,000	-	863,516
Total Sources of Funds	<u>6,410,432</u>	<u>7,445,000</u>	<u>6,341,091</u>	<u>7,032,600</u>
Expenditures				
Auxiliary Services	5,601,892	6,210,000	5,792,924	6,532,600
Total Expenditures	<u>5,601,892</u>	<u>6,210,000</u>	<u>5,792,924</u>	<u>6,532,600</u>
<u>Other Uses</u>				
Interfund Transfers Out	194,192	1,235,000	-	500,000
Increases to Fund Balance	614,348	-	548,167	-
Total Uses of Funds	<u>6,410,432</u>	<u>7,445,000</u>	<u>6,341,091</u>	<u>7,032,600</u>
Transfers To (From) Fund Balance				
Retained Earnings	614,348	(1,065,000)	548,167	(863,516)
Total Transfers To (From) Fund Balance	<u>614,348</u>	<u>(1,065,000)</u>	<u>548,167</u>	<u>(863,516)</u>
Beginning Fund Balance	4,983,134	4,012,257	5,597,482	6,145,649
Ending Fund Balance	<u>5,597,482</u>	<u>2,947,257</u> ⁽²⁾	<u>6,145,649</u>	<u>5,282,133</u>

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

(1) Nine months actual and three months estimated

(2) Aligned to approved original budget.

NORTHCENTRAL TECHNICAL COLLEGE
Schedule of Long-Term Obligations
2024-2025 Budget Year

	Date	Principal	Interest	Total	Rate	Outstanding Balance
General obligation promissory notes, Series 2016A (\$10,000,000 for the construction of an addition to the Student Life Center on the Wausau Campus, construction of a tactical safety range and multi-media classroom on the Merrill Campus, remodeling and improvement projects, building and site maintenance and repairs, site improvements, and equipment acquisition, installation and related costs -- interest rate 2%, dated May 2, 2016, with first interest payment due March 1, 2017, semiannually September and March thereafter, principal payments due annually commencing March 2017).	06/30/2024	1,020,000	63,400	1,083,400	2.000%	3,170,000
	06/30/2025	1,055,000	43,000	1,098,000	2.000%	2,150,000
	06/30/2026	1,095,000	21,900	1,116,900	2.000%	1,095,000
	Total Due	3,170,000	128,300	3,298,300		
General obligation promissory notes, Series 2016B (\$1,500,000 for remodeling and improvement projects and equipment acquisition, installation and related costs -- interest rate 2%, dated June 15, 2016, with first interest payment due March 1, 2017, semiannually September and March thereafter, principal payments due annually commencing March 2017).	06/30/2024	145,000	9,100	154,100	2.000%	455,000
	06/30/2025	150,000	6,200	156,200	2.000%	310,000
	06/30/2026	160,000	3,200	163,200	2.000%	160,000
	Total Due	455,000	18,500	473,500		
General obligation promissory notes, Series 2016C (\$1,500,000 for remodeling and improvement projects and equipment acquisition, installation and related costs -- interest rate varying between 2% to 3%, dated June 30, 2016, with first interest payment due March 1, 2017, semiannually September and March thereafter, principal payments due annually commencing March 2017).	06/30/2024	105,000	6,400	111,400	2.000%	320,000
	06/30/2025	105,000	4,300	109,300	2.000%	215,000
	06/30/2026	110,000	2,200	112,200	2.000%	110,000
	Total Due	320,000	12,900	332,900		
General obligation promissory notes, Series 2017 (\$10,700,000 for purchase of the diesel building and construction of building additions at the Agricultural Center of Excellence on the Wausau Campus; construction of a building addition on the Merrill Campus; remodeling and improvement projects; building and site maintenance and repairs; site improvements; and equipment acquisition, installation and related costs -- interest rate varying between 2% to 3%, dated June 1, 2017, with first interest payment due September 1, 2017, semiannually March and September thereafter, principal payments due annually commencing March 2018).	06/30/2024	915,000	99,019	1,014,019	3.000%	3,835,000
	06/30/2025	945,000	71,569	1,016,569	3.000%	2,920,000
	06/30/2026	975,000	43,219	1,018,219	2.125%	1,975,000
	06/30/2027	1,000,000	22,500	1,022,500	2.250%	1,000,000
	Total Due	3,835,000	236,306	4,071,306		
General obligation promissory notes, Series 2018 (\$11,500,000 for construction of building additions on the Merrill Campus (not to exceed \$1,500,000); remodeling and improvement projects (not to exceed \$1,500,000); building and site maintenance and repairs; site improvements; and equipment acquisition, installation and related costs -- interest rate varying between 3% and 4%, dated May 22, 2018, with first interest payment due September 1, 2018, semiannually March and September thereafter, principal payments due annually commencing March 2019).	06/30/2024	1,080,000	197,700	1,277,700	4.000%	5,855,000
	06/30/2025	1,125,000	154,500	1,279,500	4.000%	4,775,000
	06/30/2026	1,170,000	109,500	1,279,500	3.000%	3,650,000
	06/30/2027	1,215,000	74,400	1,289,400	3.000%	2,480,000
	06/30/2028	1,265,000	37,950	1,302,950	3.000%	1,265,000
	Total Due	5,855,000	574,050	6,429,050		
General obligation promissory notes, Series 2019A (\$11,500,000 for construction of building additions on the Wausau Campus (not to exceed \$1,500,000); building and site maintenance and repairs; site improvements; and equipment acquisition, installation and related costs -- interest rate varying between 0.5% and 5%, dated May 28, 2019, with first interest payment due September 1, 2019, semiannually March and September thereafter, principal payments due annually commencing March 2020).	06/30/2024	880,000	195,781	1,075,781	4.000%	5,860,000
	06/30/2025	920,000	160,581	1,080,581	4.000%	4,980,000
	06/30/2026	955,000	123,781	1,078,781	5.000%	4,060,000
	06/30/2027	995,000	76,031	1,071,031	3.000%	3,105,000
	06/30/2028	1,035,000	46,181	1,081,181	2.125%	2,110,000
	06/30/2029	1,075,000	24,188	1,099,188	2.250%	1,075,000
	Total Due	5,860,000	626,544	6,486,544		
General obligation promissory notes, Series 2020 (\$10,000,000 for construction of new building space on the Wausau Campus (not to exceed \$1,500,000); remodeling and improvement projects (not to exceed \$1,500,000); building and site maintenance and repairs; site improvements; and equipment acquisition, installation and related costs -- interest rate varying between 2% and 3%, dated June 25, 2020, with first interest payment due September 1, 2020, semiannually March and September thereafter, principal payments due annually commencing March 2021).	06/30/2024	540,000	102,250	642,250	3.000%	4,270,000
	06/30/2025	560,000	86,050	646,050	3.000%	3,730,000
	06/30/2026	585,000	69,250	654,250	3.000%	3,170,000
	06/30/2027	610,000	51,700	661,700	2.000%	2,585,000
	06/30/2028	630,000	39,500	669,500	2.000%	1,975,000
	06/30/2029	660,000	26,900	686,900	2.000%	1,345,000
	06/30/2030	685,000	13,700	698,700	2.000%	685,000
	Total Due	4,270,000	389,350	4,659,350		

	Date	Principal	Interest	Total	Rate	Outstanding Balance
General obligation promissory notes, Series 2021A (\$1,500,000 for construction of new building space on the Wausau Campus; remodeling and improvement projects; building and site maintenance and repairs; site improvements; and equipment acquisition, installation and related costs -- interest rate varying between 1.5% and 3%, dated March 29, 2021, with first interest payment due September 1, 2021, semiannually March and September thereafter, principal payments due annually commencing March 2022).	06/30/2024	135,000	23,925	158,925	2.000%	1,245,000
	06/30/2025	140,000	21,225	161,225	2.000%	1,110,000
	06/30/2026	145,000	18,425	163,425	2.000%	970,000
	06/30/2027	150,000	15,525	165,525	2.000%	825,000
	06/30/2028	160,000	12,525	172,525	3.000%	675,000
	06/30/2029	165,000	7,725	172,725	1.500%	515,000
	06/30/2030	170,000	5,250	175,250	1.500%	350,000
	06/30/2031	180,000	2,700	182,700	1.500%	180,000
	Total Due	1,245,000	107,300	1,352,300		
General obligation promissory notes, Series 2021B (\$11,500,000 for construction of new building space on the Wausau Campus (not to exceed \$1,500,000); remodeling and improvement projects (not to exceed \$1,500,000); building and site maintenance and repairs; site improvements; and equipment acquisition, installation and related costs -- interest rate varying between 2% and 3%, dated June 1, 2021, with first interest payment due September 1, 2021, semiannually March and September thereafter; principal payments due September 1, 2021, annually March 2022 thereafter).	06/30/2024	665,000	136,600	801,600	3.000%	6,125,000
	06/30/2025	690,000	116,650	806,650	2.000%	5,460,000
	06/30/2026	720,000	102,850	822,850	2.000%	4,770,000
	06/30/2027	745,000	88,450	833,450	3.000%	4,050,000
	06/30/2028	780,000	66,100	846,100	2.000%	3,305,000
	06/30/2029	810,000	50,500	860,500	2.000%	2,525,000
	06/30/2030	840,000	34,300	874,300	2.000%	1,715,000
	06/30/2031	875,000	17,500	892,500	2.000%	875,000
	Total Due	6,125,000	612,950	6,737,950		
General obligation promissory notes, Series 2022 (\$11,500,000 for construction of building additions on the Wausau Campus (not to exceed \$1,500,000); remodeling and improvement projects (not to exceed \$1,500,000); building and site maintenance and repairs; site improvements; and equipment acquisition, installation and related costs -- interest rate varying between 3% and 5%, dated May 24, 2022, with first interest payment due September 1, 2022, semiannually March and September thereafter; principal payments due September 1, 2022, annually March 2023 thereafter).	06/30/2024	545,000	255,225	800,225	5.000%	5,775,000
	06/30/2025	565,000	227,975	792,975	5.000%	5,230,000
	06/30/2026	590,000	199,725	789,725	5.000%	4,665,000
	06/30/2027	615,000	170,225	785,225	5.000%	4,075,000
	06/30/2028	635,000	139,475	774,475	5.000%	3,460,000
	06/30/2029	665,000	107,725	772,725	5.000%	2,825,000
	06/30/2030	690,000	74,475	764,475	4.000%	2,160,000
	06/30/2031	720,000	46,875	766,875	3.125%	1,470,000
	06/30/2032	750,000	24,375	774,375	3.250%	750,000
	Total Due	5,775,000	1,246,075	7,021,075		
General obligation promissory notes, Series 2023A (\$12,000,000 for construction of building additions on the Wausau Campus (not to exceed \$1,500,000); remodeling and improvement projects (not to exceed \$1,500,000); building and site maintenance and repairs; site improvements; and equipment acquisition, installation and related costs -- interest rates of 5%, dated June 1, 2023, with first interest payment due September 1, 2023, semiannually March and September thereafter; principal payments due September 1, 2023, annually March 2024 thereafter).	06/30/2024	8,500,000	397,500	8,897,500	5.000%	12,000,000
	06/30/2025	1,110,000	175,000	1,285,000	5.000%	3,500,000
	06/30/2026	1,165,000	119,500	1,284,500	5.000%	2,390,000
	06/30/2027	1,225,000	61,250	1,286,250	5.000%	1,225,000
Total Due	12,000,000	753,250	12,753,250			

NORTHCENTRAL TECHNICAL COLLEGE

Legal Debt Limitations

2024 – 2025 Budget Year

State statutes impose two limitations on debt held by WTCS districts. The following computations are based on the aggregate debt budgeted to be outstanding as of June 30, 2024, net of resources available to fund principal and interest payments.

The aggregate indebtedness of the district may not exceed 5% of the equalized value of the taxable property located in the district per s. 67.03 (1), Wisconsin Statutes. This limitation applies to indebtedness for all purposes - bonds, promissory notes and capital leases, including taxable and nontaxable borrowings. It also applies to Wisconsin Retirement System prior service liability refinanced with the proceeds of promissory notes or bonds.

The maximum aggregate indebtedness of the district budgeted for fiscal year 2023 -2024 net of resources available to fund this debt is \$53,849,714. The 5% limit is approximately \$1,274,352,630.

The bonded indebtedness of the district may not exceed 2% of the equalized value of the property located in the district per s. 67.03 (9), Wisconsin Statutes. This limitation applies to bonded indebtedness for the purchase of district sites, the construction and remodeling of district facilities, and the equipping of district facilities.

The maximum bonded indebtedness of the district budgeted for fiscal year 2023-2024 net of resources to fund this debt is \$0. The 2% limit is approximately \$509,741,052.

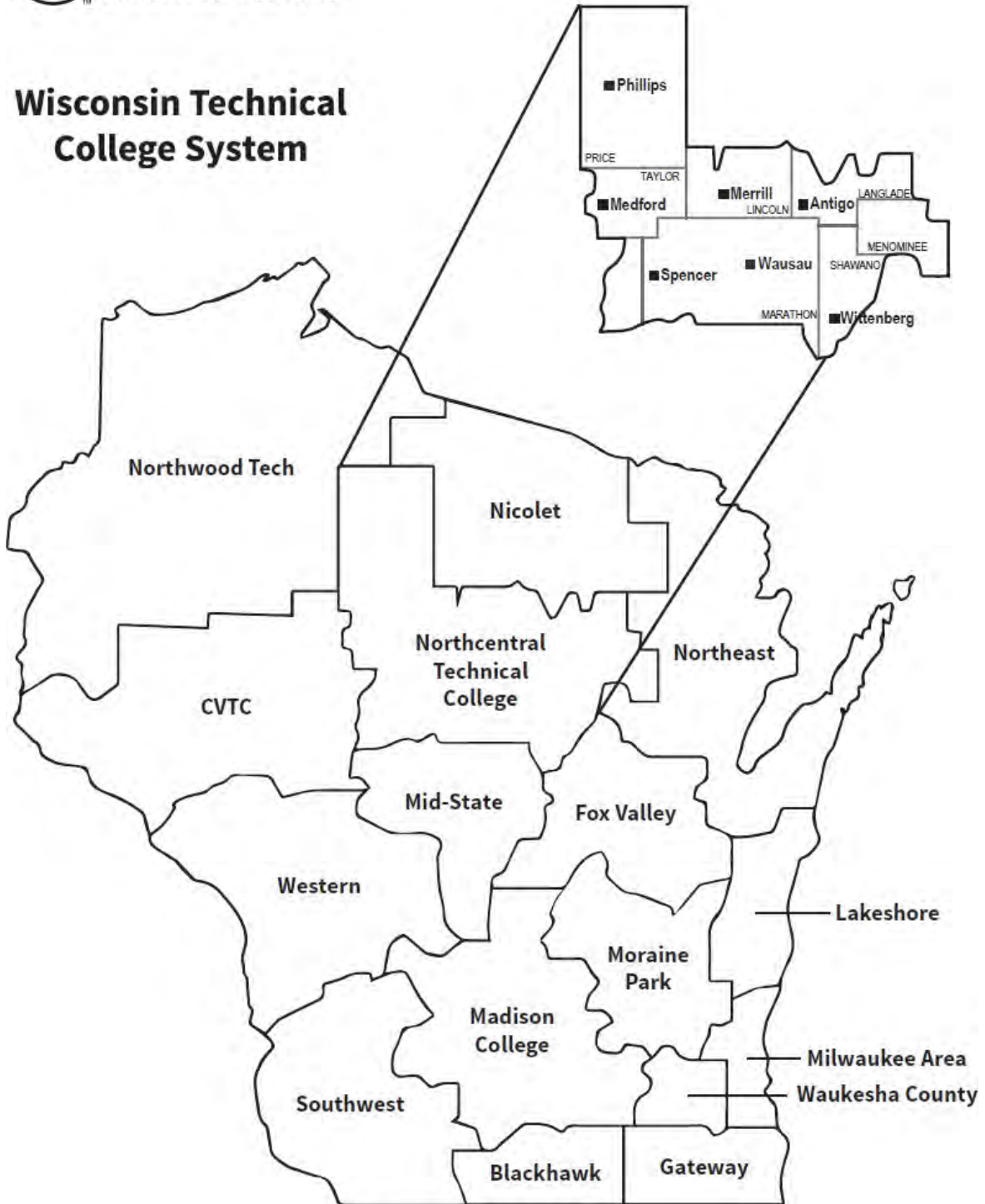
SUPPLEMENTAL DATA



District Map and Locations



Wisconsin Technical College System



Accreditation & Continuous Quality Improvement at NTC

Northcentral Technical College is institutionally accredited by the Higher Learning Commission (HLC). NTC underwent a comprehensive institutional reaccreditation by the HLC during the 2023-2024 academic year under the Open Pathways framework. NTC deployed cross-functional teams to gather and contextualize artifacts as part of the HLC assurance process, which validated that NTC is committed to carrying out its mission with integrity, while engaging in continuous evaluation of its instructional quality and institutional effectiveness. The HLC determined that NTC “Met” in every Criteria category, allowing the College to operate for another decade before its next comprehensive assurance site visit.

Continuous Quality Improvement at NTC

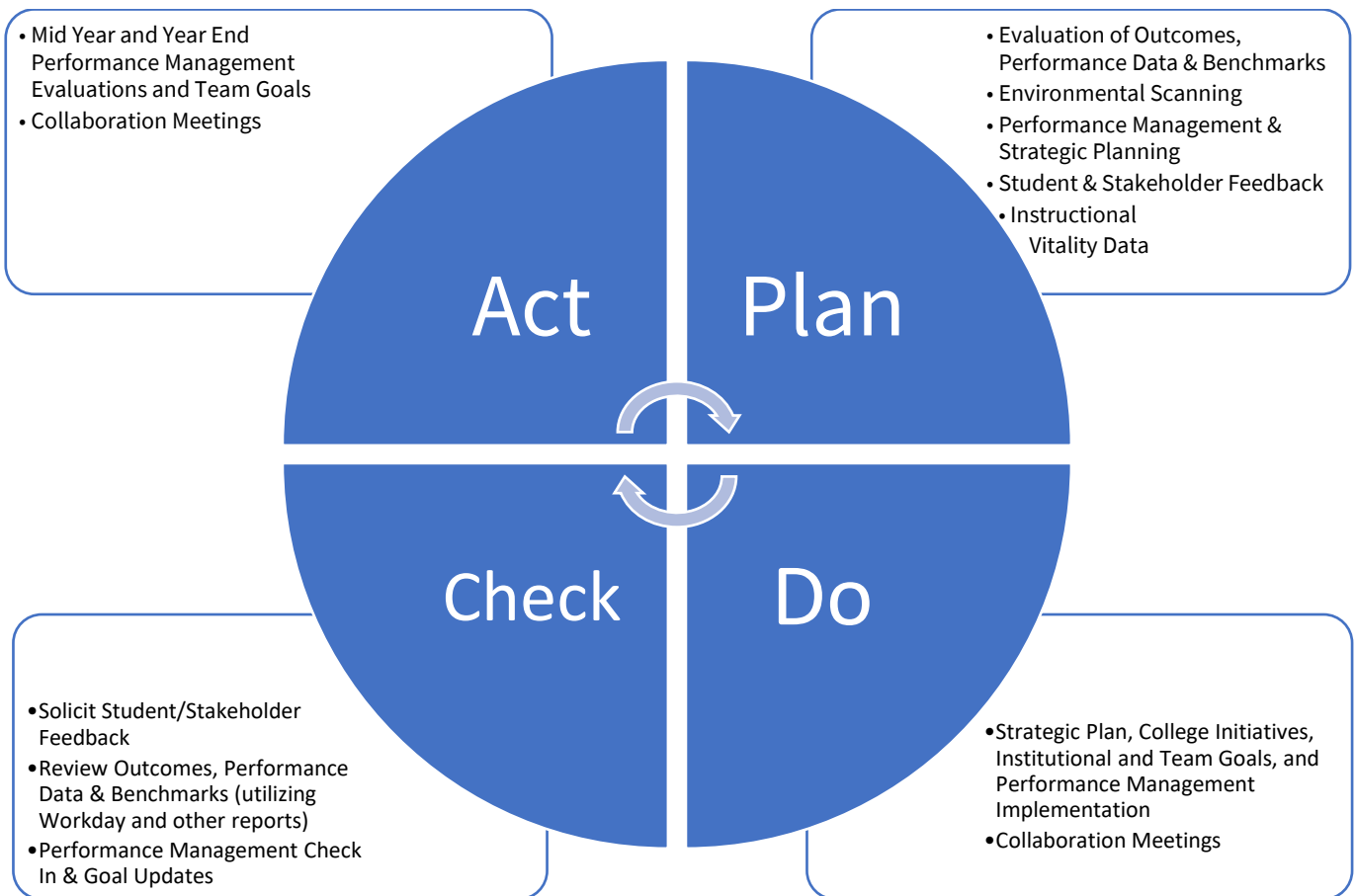
NTC is committed to an ethos of Continuous Quality Improvement. At NTC, quality is strategic, integrated, and intentional in how NTC employees approach their tasks. Quality is embedded in the culture of the College and its key processes and starts at the top of the organization with the President and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

- **Instructional Vitality Process:** The Instructional Vitality Process (IVP) is an annual program evaluation to promote continuous improvement that is facilitated by members of the Institutional Research and Academic Excellence Teams. The evaluation may include program data regarding student success (course completion, drop reasons, fall-to-spring retention, 3-year graduation) and program health (enrollment trends, graduate success, cost per FTE). In addition, as survey results and feedback (Student Survey, Graduate Follow-up, Advisory Committee input, etc.) become available, they are shared with internal stakeholders to be used for continuous improvement efforts. Faculty formally analyze Instructional Vitality Process data each fall, prior to developing team goals.
- **Strategic Plan and College Goals:** The Executive Leadership Team sets the Strategic Plan and establishes institutional goals that will be reflected on departmental or academic team goals. Institutional goals are aligned with the Strategic Plan of the College. Each department or academic team documents their team goals that align with the institutional Strategic Plan and Executive Leadership Team goals.
- **Employee Performance Management:** Individual employee performance management provides a mechanism for supervisors and employees to monitor progress at the employee-level. The model, which ties personal performance to team goals, is designed to create an ongoing evaluation conversation that promotes continuous improvement at the employee level.
- **Stakeholder Satisfaction & Environmental Scanning Data:** NTC systematically gathers,

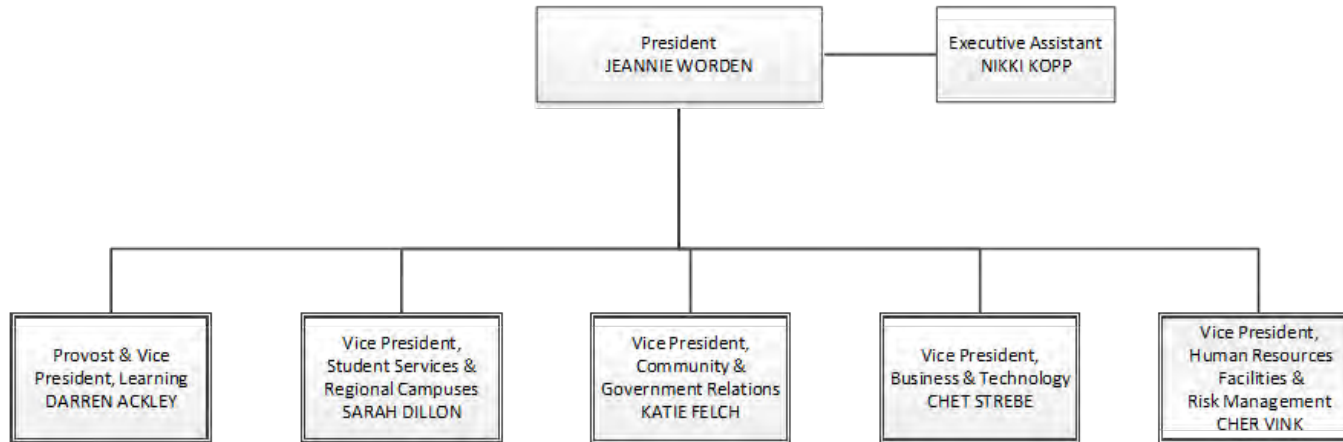
analyzes, and prioritizes stakeholder feedback. Listening Sessions help the College identify community/stakeholder, employer, graduate, employee, and student concerns. NTC utilizes Economic Modeling Specialists International (EMSI) software to monitor district educational, economic, and labor market trends. In addition, NTC collects qualitative environmental scanning data.

Connecting NTC’s Key Planning and Continuous Improvement Processes

Quality is linked with NTC’s planning processes in order to promote student success. From the Executive Leadership Team’s identified College-wide goals, the process cascades down to the department or academic team level to support the College-wide goals. Both the Executive Leadership Team and individual teams determine quality initiatives identified through the Instructional Vitality Process, stakeholder feedback and environmental scanning data, or best practices learned from others (such as through the WTCS Student Success Center, advisory committee feedback, or through professional development). Team goals provide a centralized location for both teams and supervisors to document priorities, thereby providing accountability for completing initiatives. The individual Performance Management process supports the College and team goals.



NORTHCENTRAL TECHNICAL COLLEGE ORGANIZATIONAL CHART



The President's Executive
Leadership Team (ELT)
4/17/24

NORTHCENTRAL TECHNICAL COLLEGE
Student Enrollment Statistics
2023-2024

	2019-2020	2020-2021	2021-2022	2022-23	2023-24	2024-25
<u>Head Count Enrollments</u>	<u>Actual</u>	<u>Actual</u>	<u>Actual</u>	<u>Actual</u>	<u>Estimated</u>	<u>Projected</u>
Postsecondary (1)	10,060	8,346	9,800	9,694	10,200	10,450
Basic Education (2)	4,947	4,681	4,700	4,973	5,225	5,350
Continuing Education (3)	7,845	6,432	8,600	9,620	9,650	10,100
TOTAL (4)	22,852	19,459	23,100	24,287	25,075	25,900
<u>Full-Time Equivalent Enrollments</u>						
Postsecondary (1)	2,351	2,278	2,225	2,185	2,265	2,324
Basic Education (2)	411	406	365	352	375	380
Continuing Education (3)	100	71	95	108	85	101
TOTAL	2,862	2,755	2,685	2,645	2,725	2,805

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

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

(3) Continuing Education: Students enrolled in courses for personal development to increase job skills or to learn new skills.

(4) The headcount listed above is unduplicated within the category, but many students enroll in several categories. The total unduplicated headcount is as follows: 2019-2020 17,801, 2020-2021 16,078, 2021-2022 18,686 and 2022-2023 19,545 and 2023-24 (estimated) 20,500, 2024-25 (projected) 21,500.

(5) Estimated numbers as of April 2024 (week #43); fiscal year end numbers will be available in August of 2024.

Degree/Diploma Program Offerings

2024-2025

OUR OFFERINGS

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

ASSOCIATE DEGREE PROGRAMS

Accounting	IT - Software Developer
Administrative Professional	IT - Web Designer
Agri-Business	Law Enforcement in the 21st Century
Agronomy	Leadership Development
Architectural Design & Technology	Legal Studies / Paralegal
Automation Systems Technology	Manufacturing Engineering Technology
Automotive Technology	Marketing
Business Analyst	Mechanical Design Engineering Technology
Business Management	Medical Administrative Professional
Civil Engineering Technology	Medical Laboratory Technician
Criminal Justice Studies	Nursing
Culinary Arts	Paramedic Technician
Dairy Science	Radiography
Data Analytics	Respiratory Therapy
Dental Hygienist	Safety Engineering Technology
Diesel Technology	Sign Language Interpreting in Education
Digital Marketing	Small Business Entrepreneurship
Early Childhood Education	Smart Manufacturing Technology
Electromechanical Technology	Sports and Recreation Management
Fire Medic	Substance Use Disorder Counselor (SUDC)
Foundations of Teacher Education	Supply Chain Management
Graphic Communication Technologies	Surgical Technology
Hospitality Management	Technical Studies-Journey Worker
Human Resources	University Transfer
Human Services	Veterinary Technician
Individualized Technical Studies	Video Production
IT - Computer Support Specialist	Welding Fabrication & Robotics
IT - Cybersecurity Specialist	Wood Science
IT - Network Specialist	

TECHNICAL PROGRAMS

Accelerated – Human Resource Management
Accelerated – Leadership
Accelerated – Lean Organizations
Accelerated – Supervision
Accounting Assistant
Advanced EMT
Applied Mechanical CAD
Technician Architectural Design
Software Architectural Technician
Automotive Technician
Basic Machining
Business Operations
Cosmetology
Criminal Justice – Law Enforcement 720 Academy
Crop Scout
Culinary Assistant
Dental Assistant (Short-Term)
Diesel Equipment Mechanic
Early Childhood Education Teacher
Early Childhood Teacher
Electrical Power Distribution
Emergency Medical Technician
Emergency Medical Technician – Paramedic
EMT – Firefighter
Fire Science
Flux Cored Arc Welding (FCAW)
Garden to Market Specialist Gas
Metal Arc Welding (GMAW)
Gas Tungsten Arc Welding (GTAW)
Gas Utility Construction & Service
Healthcare Receptionist
Human Services Assistant
Industrial Automation
Industrial Electronics and Maintenance Technician
Industrial Environmental Engineering Technician
Industrial Manufacturing Engineering Technician
Industrial Safety Engineering Technician IT –
Computer Support Technician
IT – Help Desk Support Specialist IT –
Junior Developer
IT – Network Technician
IT – Software Development Specialist IT – Web
Design Specialist
Machine Tool Operation Machine
Tool Technics Manufacturing
Basics Manufacturing Technician
Marketing – Digital Internet Marketing Marketing –
Digital Marketing Promotions Marketing – Social
Media
Medical Assistant Medical Coding
Specialist Medical Office Specialist
Nursing Assistant (CNA) Office
Assistant Phlebotomy Technician
Quality Manufacturing
QuickBooks Specialist
Shielded Metal Arc Welding (SMAW) Substance
Abuse Counselor Education Supply Chain
Assistant
Surgical Technologist Therapeutic
Massage Truck Driving (CDL Class A)
Welding
Welding Robotic Operation
Wood Technology

Certificates

Administrative Professional Customer Service
Agronomy
Applied Design Software
Applied Manufacturing & Design Concepts
Applied Mathematics
Auto Collision Fundamentals
Band Saw Filer
Basic Digital Photography and Digital Video
Basic Wood Manufacturing
Business Administration
Business Requirements Specialist
CNC Router
Communication
Counseling Skills in the Helping Profession
Critical Care Paramedic
Data Analysis Specialist
Digital Marketing Basics
Early Childhood Education - The Registry Preschool
Early Childhood Licensing Basic Ages 0-2
Electrical Maintenance
Emerging Technologies
Entrepreneurship Fundamentals
Equine Fundamentals
Esports Business Management
Furniture Design and Craftsmanship
General Studies Transfer
Gerontology
Google IT Support Professional
Hardwood Manufacturers
Hardwood Sawmilling
Individual Tax Preparer
Industrial Laser Operator - Machine Tool
Industrial Laser Operator - Welding
Internet Graphic Design
Intro to Education
Intro to Graphics
IT - A+ Exam Preparation
IT - CCNA Exam Prep NEW
IT - Information Security
Jail Academy
Law, Public Safety, Corrections, and Security
Leadership Essentials
Lean Manufacturing Leadership
Local Anesthesia for Dental Hygienists
Logistics
Managerial Accounting
Manufacturing
Manufacturing Fundamentals
Marketing - Basics
Marketing - Promotions
Marketing - Sales Representative
Mathematics
Mechanical Design Drawing Software
Metal Forming
Microsoft Office
Move to Manufacturing
Multimedia & Computer Arts
Non-Profit Management
Office Technology Basics
Pasture to Plate Butchery
Planning and Inventory Management
Precision Agriculture Equipment Technician
Print Production
Professional Communication - Criminal Justice
Professional Communication - Digital Marketing
Professional Communication - Marketing
Project Management
Promotional Graphic Design
Purchasing Agent/Buyer
Quality Technician
Retail Operations
Science, Technology, Engineering, and Mathematics
Small Business Bookkeeping
Social and Behavioral Science
Sterile Processing Technician
Straight Truck (CDL Class B)
SUDC Specialization
Supply Chain Operations Effectiveness
Transportation, Distribution, and Logistics
Youth and Family

 3 Year Report - 2019 through 2021 NTC Graduates	Number of Graduates	Number Responding	% Employed	% Employed in Field	Average Hourly Wage	Average Annual Salary	Annual Salary Range
Accounting Assistant Technical Diploma	39	29	90%	56% ⁵	\$19.03	\$39,588	\$37,440 - \$44,990
Accounting Associate Degree	88	49	79%	71%	\$17.78	\$38,109	\$24,960 ³ - \$51,428
Administrative Professional	11	5	100%	80%	\$14.67	\$30,507	\$24,960 - \$35,360
Advanced EMT	28	19	89%	100%	\$18.33	\$36,556	\$23,920 ³ - \$62,400 ⁴
Agri-Business	13	8	100%	57% ⁵	\$17.00	\$29,380	\$25,480 - \$33,280
Architectural Design & Technology	35	18	100%	100%	\$19.53	\$42,947	\$32,000 - \$52,000
Automation Systems Technology	17	6	100%	100%	\$25.16	\$53,988	\$49,920 - \$59,951
Automotive Technician Technical Diploma	18	11	82%	56% ⁵	\$17.26	\$40,726	\$28,000 - \$54,340
Automotive Technology Associate Degree	9	5	100%	60%	\$16.75	\$34,840	\$33,280 - \$36,400
Business Analyst ¹	3	2					
Business Management	92	39	93%	85%	\$22.19	\$51,454	\$29,120 - \$100,008 ⁴
Cosmetology ²	3						
Criminal Justice - Law Enforcement 720 Academy	78	34	81%	96%	\$22.97	\$53,717	\$32,240 - \$84,864 ⁴
Criminal Justice Studies ²	73	44	67%	71%	\$21.17	\$50,749	\$31,200 - \$74,100 ⁴
Crop Science	8	4	100%	75%	\$16.18	\$38,457	\$24,960 - \$52,910
Culinary Arts	17	10	100%	88%	\$12.67	\$28,080	\$27,040 - \$29,120
Dairy Science	26	13	100%	89%	\$13.36	\$29,663	\$20,800 ³ - \$39,000
Dental Assistant Technical Diploma	34	18	100%	75%	\$15.57	\$30,843	\$27,040 - \$33,280
Dental Hygienist Associate Degree	91	47	100%	93%	\$31.60	\$60,327	\$42,640 - \$78,624 ⁴
Diesel Equipment Mechanic Technical Diploma	18	14	83%	100%	\$17.13	\$39,451	\$23,712 ³ - \$54,080
Diesel Technology Associate Degree	17	13	83%	80%	\$26.50	\$55,120	\$37,440 - \$66,560
Digital Marketing ¹	21	12	67%	67%	\$23.04		
Early Childhood Education	42	23	100%	89%	\$14.80	\$31,002	\$23,377 - \$46,800
Electrical Power Distribution	27	13	67%	63%	\$24.99	\$58,254	\$37,440 - \$78,000 ⁴
Electromechanical Technology	62	38	95%	78%	\$21.75	\$49,652	\$23,400 ³ - \$66,300
Emergency Medical Technician	236	123	94%	64%	\$15.30	\$42,179	\$22,745 ³ - \$73,000 ⁴
Emergency Medical Technician - Paramedic	29	21	100%	88%	\$18.56	\$44,911	\$20,592 ³ - \$59,904 ⁴
Fire Medic Associate Degree	7	4	100%	100%	\$18.03	\$56,448	\$55,000 - \$59,015
Fire Science Technical Diploma ¹	1	1	100%	100%			
Fire Services Leadership ¹	1	1	100%	100%			
Foundations of Teacher Education ¹	3	1	100%	100%			
Gas Utility Construction & Service	9	7	100%	86%	\$25.23	\$55,653	\$51,480 - \$63,180
Graphic Communication Technologies	26	16	100%	64%	\$14.53	\$31,757	\$24,960 - \$42,120
Human Resources ¹	1						
Human Services Assistant Technical Diploma	144	112	79%	65%	\$15.88	\$37,042	\$27,040 - \$44,158
Human Services Associate Degree	88	37	92%	73%	\$17.86	\$37,780	\$33,280 - \$44,200
Individualized Technical Studies ¹	1	1	100%	100%			
Industrial Electronics and Maintenance Technician	20	16	100%	60%	\$28.10	\$67,257	\$60,934 - \$73,580
IT - Computer Support Specialist	33	20	75%	75%	\$18.76	\$39,697	\$30,000 - \$43,680
IT - Computer Support Technician ¹	2	2	100%	50% ⁵			
IT - Cybersecurity Specialist ¹	2	1					
IT - Network Specialist	21	8	100%	100%	\$21.13	\$48,547	\$42,640 - \$58,000
IT - Software Developer	41	15	82%	78%	\$24.65	\$51,740	\$29,120 - \$69,000 ⁴
IT - Web Designer ¹	7	5	75%	33% ⁵			
Leadership Development	26	19	92%	82%	\$23.64	\$55,041	\$33,898 - \$75,000 ⁴
Machine Tool Operation	13	9	83%	60%	\$17.85	\$39,520	\$33,280 - \$45,760
Machine Tool Technicians	13	4	100%	100%	\$20.71	\$43,077	\$41,600 - \$44,554
Manufacturing Engineering Technology ¹	16	3	100%	100%			
Marketing Associate Degree	22	11	100%	88%	\$16.90	\$39,437	\$28,080 - \$50,232
Mechanical Design Engineering Technology	51	28	89%	76%	\$21.42	\$45,376	\$34,320 - \$62,000 ⁴
Medical Assistant	52	29	96%	96%	\$16.01	\$32,938	\$29,120 - \$39,978
Medical Coding Specialist	49	33	83%	53% ⁵	\$21.42	\$51,617	\$35,360 - \$90,000 ⁴
Medical Laboratory Technician	14	7	86%	100%	\$20.87	\$43,116	\$33,602 - \$59,280 ⁴
Medical Office Specialist ¹	10	5	50%	100%			
Nursing Assistant Technical Diploma (CNA)	1105	588	94%	82%	\$14.66	\$32,478	\$21,840 ³ - \$70,720 ⁴
Nursing Associate Degree	279	128	100%	99%	\$29.44	\$59,485	\$45,190 - \$145,600 ⁴
Office Assistant	10	9	100%	83%	\$14.77	\$30,722	\$30,160 - \$31,200
Paramedic Technician Associate Degree	14	8	100%	100%	\$21.70	\$49,053	\$34,632 - \$65,728 ⁴
Phlebotomy Technician	58	41	100%	95%	\$14.99	\$31,432	\$26,208 - \$39,312
Radiography	44	33	100%	84%	\$23.38	\$48,461	\$35,360 - \$61,006 ⁴
Safety Engineering Technology ¹	5	2	100%	100%			
Sign Language Interpreting in Education	8	4	100%	100%	\$23.45	\$45,642	\$41,059 - \$52,000
Small Business Entrepreneurship	39	17	80%	88%	\$18.36	\$42,347	\$27,040 - \$50,000
Substance Abuse Counselor Education Technical Diploma	40	29	100%	60%	\$18.20	\$46,138	\$33,280 - \$54,054
Substance Use Disorder Counseling Associate Degree	22	14	89%	88%	\$19.24	\$41,460	\$35,360 - \$46,176
Supply Chain Management	6	3	100%	67%	\$19.45	\$48,157	\$43,430 - \$52,884
Surgical Technologist	22	14	100%	75%	\$22.47	\$48,846	\$41,600 - \$65,780 ⁴
Technical Studies - Journey Worker ¹	9	4	100%	67%			
Truck Driving	90	56	90%	93%	\$22.42	\$59,519	\$23,712 ³ - \$88,920 ⁴
Video Production ¹	24	11	67%	33% ⁵	\$16.41		
Welding Technical Diploma	54	33	90%	89%	\$20.58	\$46,797	\$36,920 - \$64,740 ⁴
Welding Fabrication & Robotics Associate Degree	17	8	100%	83%	\$19.60	\$44,142	\$43,043 - \$45,240
Wood Science	13	8	100%	86%	\$19.18	\$45,726	\$31,200 - \$66,144 ⁴
Embedded Technical Diplomas	461	334	90%	64%	\$21.11	\$56,058	\$29,120 - \$183,040 ⁴
COLLEGE-WIDE 3 YEAR TOTALS	4128	2357	92%	81%	\$20.51	\$47,234	\$20,592³ - \$183,040⁴

Table Notes:
¹Wages not displayed. Programs with fewer than two graduates reporting full-time employment wages (35+ hours/week) in a related field will not display annual wages.
²Many graduates seeking multiple jobs can take six to 18 months to be processed for employment eligibility due to substantial testing and background checks.
³Graduates of this program may be working fewer than 40 hours/week. Refer to average salary for more accurate estimates of actual wages.
⁴Wages may be higher than typical due to graduates working more than 40 hours per week or having previous employment in the field.
⁵Lower employment rate in the field may be due to graduates responding earlier than 6 months after graduation.
⁶Standardized Technical diplomas ladder into associate degree and technical diploma offerings. Wages may be higher than typical due to graduates' previous employment or additional degrees earned. Individuals graduating with embedded technical diplomas are often in-demand positions regarding their skills.
 • Some programs display a wide range of salaries. For more accurate estimates of wages, refer to the Average Annual Salary column.

Examples of Employers Who Hire NTC Graduates

- Abbyland Trucking
- Arlstrom-Murkajo Mosinee
- Antigo Fire Department
- Applied Laser Technologies
- AROW Global Corporation
- Ascension Hospital
- Aspirus Inc
- Athenian Living
- Atco Correctional Services
- Bell Tower Res idences
- Birmingham Veterinary Service
- Bone & Joint Clinic
- Boys & Girls Club of Langlade County
- Brickners of Antigo
- BW Paper Systems
- Cedar Creek Dental
- Church Mutual
- City of Merrill
- City of Wausau
- Coverleaf Terrace LLC
- Colby Fire Department
- Colby Metal Inc
- Color Vision
- County Materials
- Crystal Finishing Systems
- DC Everest Area Schools
- Dix & Gillette Counseling LLP
- Dorchester Head Start
- E.L.M. Repair
- Eastbay
- ENT Associates
- Everest Metro Police Department
- Flambeau Hospital
- G3 Industries
- Goetsch's Welding & Machine
- Good Samaritan Health Center
- Gordon Aluminum
- Great Lakes Cheese
- Green Bay Packaging
- Greenleaf Fan Corporation
- Homme Home of Wittenberg
- Imperial Industries
- Industrial Air Products
- Intercon Construction Company
- J & D Tube Benders Inc
- Jarp Industries
- Jensen & Son Asphalt
- JK Truck Center
- Kalka Granite
- Karl's Transport Inc
- Kolbe & Kolbe Milkwork
- Koocurek Chevrolet
- Kretz Lumber
- Kronenwetter Veterinary Care
- KW Transit
- L & S Electric
- Lange Machine & Tool
- Lincoln County Sheriff's Department
- Linetec
- Lutheran Social Services
- Marathon Cheese
- Marathon County Sheriff's Department
- Marquip Ward United
- Marshfield Clinic
- Medford Co-Op
- Medford Dental Clinic
- Merrill Steel
- Metro Animal Hospital
- Mosinee Fire Department
- Mosinee Veterinary Clinic
- Nasfle Pizza Company
- New Vision Wellness Therapy
- North Central Health Care
- Northwest Tool & Manufacturing Company/Ino
- Northwoods Veterinary Services
- Odoasite Building Envelope
- Park Falls Ambulance
- Phillips-Medis lab
- Phillips Police Department
- Pride TLC Therapy & Living Campus
- Regal Balcoit
- Reind Printing
- Rennes Health Center
- Rio Laife Police Department
- Ryan Manufacturing
- S.D. Ellenbocker Inc
- Schneider Forestry Inc
- Schuetz Metals Inc
- Sentry Insurance
- SF Transport Ltd
- Serra Pacific Windows
- Skyward Inc
- Sonoco Products
- South Area Fire and Emergency/Response District
- Sport & Spine Clinic
- Stratford Homes
- Swiderski Equipment
- VCA Companion Care Animal Hospital
- Volm Companies Inc
- Waukeena Bearings Corporation
- Wausau Child Care
- Wausau Comprehensive Treatment
- Wausau Fire Department
- Wausau Homes
- Wausau Police Department
- Wausau Supply
- Wausau Tile
- Wausau Window & Wall Systems
- Weather Shield
- Wisconsin Public Service
- YMCA

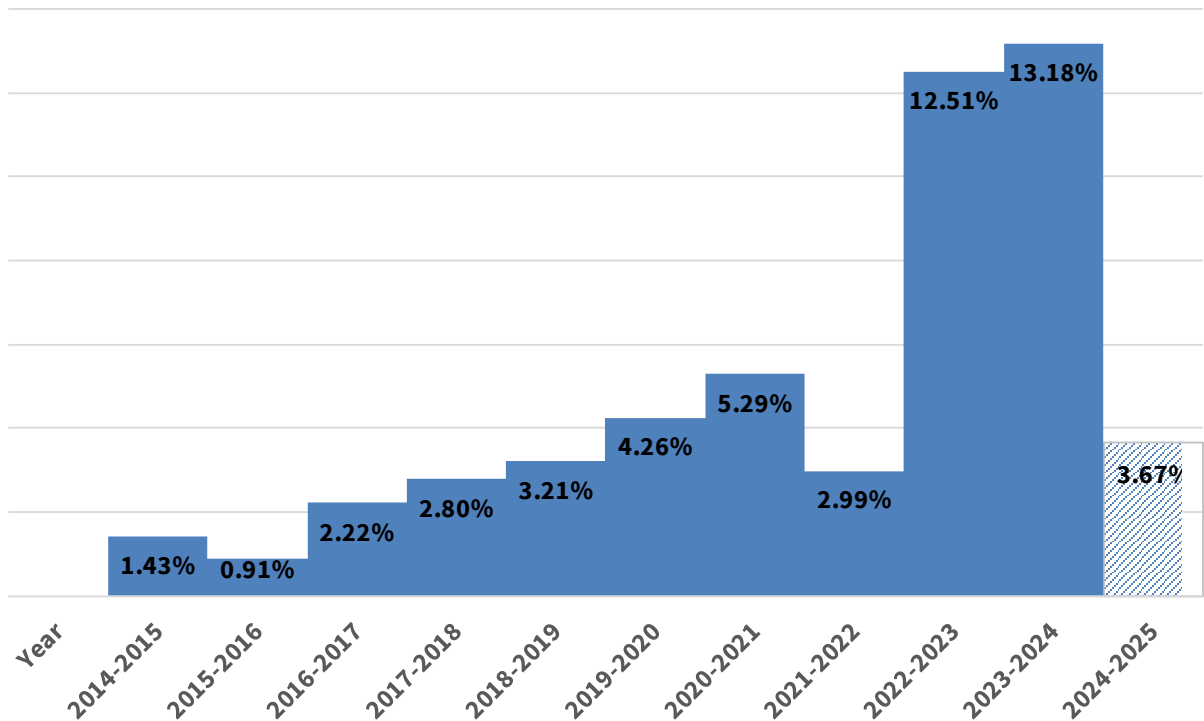
NORTHCENTRAL TECHNICAL COLLEGE

Property Valuations and Mill Rates

2024-2025 Budget Year

Year		Property Valuation	Operational Mill Rate	Debt Mill Rate
2014-2015	Actual	15,113,021,324	0.62683 ⁽¹⁾	0.59124
2015-2016	Actual	15,250,959,190	0.63534	0.62575
2016-2017	Actual	15,589,508,123	0.63925	0.62620
2017-2018	Actual	16,025,457,462	0.64225	0.62620
2018-2019	Actual	16,540,469,445	0.63237	0.63005
2019-2020	Actual	17,244,992,207	0.63192	0.63817
2020-2021	Actual	18,157,430,905	0.62456	0.63817
2021-2022	Actual	18,700,654,022	0.57249 ⁽¹⁾	0.63817
2022-2023	Actual	21,040,837,383	0.50436 ⁽¹⁾	0.66551
2023-2024	Actual	23,814,254,899	0.46549	0.65000
2024-2025	Projected	24,688,623,907 ⁽³⁾	0.46549 ⁽²⁾	0.65000

**Percent Increase/Decrease in
Equalized Value of District Property**



(1) Mill rate reflects a change in Wisconsin State Statutes related to Property Tax Relief Aid providing a dollar-for-dollar reduction in property tax funding with an increase in state aid funding.

(2) Mill rate projected to remain the same as prior year until annual valuations are available.

(3) Projected 3.67% increase in valuations and 1.5% increase for net new construction equates neutral mill rate.

NORTHCENTRAL TECHNICAL COLLEGE

Property Tax Levy

2024-2025 Budget

TAX DISTRIBUTION BY FUND	2020-2021		2021-2022		2022-2023		2023-2024		2024-2025 (projected)	
	Amount	Mill Rate	Amount	Mill Rate	Amount	Mill Rate	Amount	Mill Rate	Amount	Mill Rate
General Operations										
General Fund	\$ 10,040,437	0.55297	\$ 9,406,009	0.50298	\$ 9,512,133	0.45208	\$ 10,285,215	0.43189	\$ 10,892,222	0.44118
Special Revenue Fund - Operational	1,100,000	0.06058	1,100,000	0.05882	900,000	0.04277	600,000	0.02519	500,000	0.02025
Special Revenue Fund - Non-Aidable	200,000	0.01101	200,000	0.01069	200,000	0.00951	200,000	0.00840	100,000	0.00405
Total General Operations	\$ 11,340,437	0.62456	\$ 10,706,009	0.57249	\$ 10,612,133	0.50436	\$ 11,085,215	0.46549	\$ 11,492,222	0.46549
Debt Retirement										
Debt Service Fund	\$11,587,528	0.63817	\$ 11,934,197	0.63817	\$ 14,002,966	0.66551	\$ 15,479,266	0.65000	\$ 16,047,606	0.65000
Total Debt Retirement	\$ 11,587,528	0.63817	\$ 11,934,197	0.63817	\$ 14,002,966	0.66551	\$ 15,479,266	0.65000	\$ 16,047,606	0.65000
Total Levy	\$ 22,927,965	1.26273	\$ 22,640,206	1.21066	\$ 24,615,099	1.16987	\$ 26,564,481	1.11549	\$ 27,539,828	1.11549

DISTRICT DESCRIPTION

Stanley-Boyd Area School District, the School District of Thorp, and the School District of Owen-Withee; Marathon County less the portion of the School District of Auburndale and the Unified School District of Marshfield; Langlade County less the portion of the School District of Elcho and the School District of Rhinelander; plus the portion of the School District of Colby, the School District of Loyal, the School District of Spencer, and the School District of Abbotsford in Clark County; the Merrill Area Common Public School District in Lincoln County; the Unified School District of Antigo, the School District of Bowler, and the Wittenberg-Birnamwood School District in Shawano County; the

<u>STATISTICS</u>	<u>2020-2021</u>	<u>2021-2022</u>	<u>2022-2023</u>	<u>2023-2024</u>	<u>2024-2025 (projected)</u>
Equalized Valuation (TID Out)	\$ 18,157,430,905	\$ 18,700,654,022	\$ 21,040,837,383	\$ 23,814,254,899	\$ 24,688,623,907 ⁽²⁾
Tax Levy Requested	\$ 22,927,965	\$ 22,640,206	\$ 24,615,099	\$ 26,564,481	\$ 27,539,828
Total Mill Rate	1.26273	1.21066	1.16987	1.11549	1.11549
Mill Rate - General Operations	0.62456	0.57249 ⁽¹⁾	0.50436 ⁽¹⁾	0.46549	0.46549 ⁽²⁾
Mill Rate - Debt Retirement	0.63817	0.63817	0.66551	0.65000	0.65000 ⁽²⁾

(1) Mill rate reflects a change in Wisconsin State Statutes related to Property Tax Relief Aid providing a dollar-for-dollar reduction in property tax funding with an increase in state aid funding.

(2) Property valuations projected to increase by 3.67% and net new construction by 1.5% for budget purposes to keep mill rates neutral; actual mill rates determined at October Board meeting.

Glossary of Terms

Accreditation – The assurance offered by recognized agencies that a college or program is of sufficient quality to earn the agency’s approval.

Assessed Valuation – The valuation set upon real estate or other property by the state through the Wisconsin Department of Revenue. This valuation is multiplied by the tax rates set annually by the board to determine and levy property taxes due. Assessed value may be different than market value.

Auxiliary Services– The expenditure function used to record costs for all activities of a commercial enterprise or of a proprietary nature, such as the campus store, campus cafe, and vending services.

Bond Rating – A level of risk assigned to general obligation promissory notes assessed by rating agencies. A higher bond rating indicates less risk.

Bonded Debt – The portion of outstanding indebtedness that includes general obligation bonds that are backed by approved, irrevocable future tax levies for debt service. General obligation promissory notes are not included in the calculation of bonded indebtedness.

Budget – A plan of financial operation representing an estimate of proposed expenditures for a given period and the proposed financing or revenues.

Capital Outlay – An appropriation and expenditure category for government assets with a value of \$5,000 or more and a useful economic lifetime of more than two years.

Capital Projects Fund – Accounts for financial resources used for the acquisition or construction of major capital assets and remodeling, other than those financed by enterprise or internal service funds.

Current Expense – Expenses that are not salaries, wages, or fringe benefits. Current expense examples include: supplies, travel, utilities, and insurance.

Custodial Fund – Used to record resources and related financial activity held in a custodial capacity, where funds are received, temporarily invested, and remitted to other parties.

Debt Limit – The maximum amount of gross or net debt legally permitted.

Debt Proceeds – Amounts received from the issuance of general obligation promissory notes.

Debt Service – Expenditures for the retirement of debt, as well as the interest payment on that debt.

Debt Service Fund – Accounts to measure the resources for and the payment of general long-term debt principal and interest.

Deficit – The excess of expenditures/uses over revenues/resources.

Designated for Subsequent Year(s) – A portion of this year’s unreserved fund balance to provide for the excess of expenditure and other financial uses over revenues and other financial sources budgeted in the next year(s).

Encumbrance – Obligation in the form of a purchase order, contract, or salary commitment that is chargeable to an appropriation and for which a part of the appropriation is reserved. The purchase order, contract, or salary commitment ceases to be an encumbrance when paid or when an actual liability is established.

Enterprise Funds – Accounts to measure net income for ongoing activities which are similar to those often found in the private sector and the services are provided primarily through user charges.

Equalized Valuation – The full value of the taxable property in the NTC district, as determined by the Wisconsin Department of Revenue. Full value less the value of tax incremental financial districts (TIF) is used for the allocation of tax levy to municipalities in a taxing district.

Financial Accounting Manual (FAM) – The FAM outlines accounting regulations that the sixteen technical colleges within the State of Wisconsin must follow.

Fiscal Year – A twelve-month period to which the annual operating budget applies and, at the end of which, a governmental unit determines its financial position and the results of its operations. NTC’s fiscal year begins July 1st and ends June 30th.

Full-time Equivalent (FTE) – A student taking at least fifteen credits each semester or thirty credits per year. When total credits taken by all students are divided by thirty, the calculation produces a universal, comparable measure of enrollment that is used to assess productivity of different educational institutions.

Function – A group of related activities aimed at accomplishing a major service/activity for which a governmental unit is responsible, such as instruction or student services.

Fund Balance – The excess of assets over liabilities; may be reserved or unreserved.

General Fund – The primary operating fund of the district that reflects all financial activity not required to be accounted for in another fund.

General Obligation Debt – Long-term debt for facility upgrade and capital equipment backed by the full faith and credit of the district.

Government Fund Types – The general, special revenue, capital projects, and debt service funds.

Institutional Revenue – Revenue generated for contracts for instruction with business and industry, interest income, and miscellaneous user charges.

Internal Service Fund – Accounts to measure the financing and related financial activities of providing goods or services from one department to another department within the college on a cost-reimbursement basis.

Levy – The total amount of taxes or special assessments imposed by a government unit.

Mill Rate – Tax rate in mills (\$.001) per dollar of valuation. Mill rates are usually expressed in mills per \$1,000 of valuation. NTC has two components in its mill rate: Operational and Debt Service.

Modified Accrual Basis – An accounting method commonly used by government agencies that combines accrual-basis accounting with cash-basis accounting. Modified accrual accounting recognizes revenues when they become available and measurable and, with a few exceptions, recognizes expenditures when liabilities occur.

NTC – Northcentral Technical College.

Net New Construction – Includes changes to equalized value due to new building construction and land improvements, less changes to equalized value due to demolition/destruction of building and removal of land improvements.

Operating Funds – The general and special revenue funds combined.

Operating Transfers – All interfund (between funds) transfers other than residual equity transfers (e.g. legally authorized transfers from a fund receiving revenue to the fund through which the resources are to be expended).

Operational Expenditures – Salaries, fringe benefits, materials, supplies, services, and other expenditures related to district operations.

Other Financing Sources – Funds received from general long-term debt proceeds, transfers in, and reserves re-appropriated from fund balance. Such amounts are classified separately from revenues.

Other Financing Uses – Funds used for operating transfers out. Such amounts are classified separately from expenditures.

Pro Forma Balance Sheet – A statement that projects the College’s balance sheet for a future period.

Reserve – An account used to earmark a specific portion of fund balance to indicate that it is not available for other expenditures but is designated for a specific purpose.

Retained Earnings – An equity account reflecting the accumulated earnings of a proprietary (enterprise) fund.

Revenue – All funds that the district receives, including tax payments, fees for specific services, receipts from other governmental units, and interest income.

Special Revenue Fund – Accounts to measure the proceeds of specific revenue sources (other than debt service, major capital projects or expendable trust) that are restricted to expenditures for designated purposes because of legal or regulatory provisions. Special Revenue Funds consist of federal and state grants and Workforce Training and Professional Development contracts.

Special Revenue Non-Aidable Fund – Funds used to account for assets held by the district in a trustee capacity or as an agent for individuals, private organizations, other governmental units and/or other funds, e.g., Federal financial aid.

State Aid – Funds made available by the Wisconsin state legislature for distribution to each Wisconsin Technical College district, based on a prescribed formula of distribution, to offset some portion of the instructional expenses.

Statements – Presentation of financial data that shows the financial position and the results of financial operations of a fund, group of accounts, or an entire entity for a particular accounting period.

Statute – A written law enacted by a duly organized and constituted legislative body.

Surplus – The excess of revenues/resources over expenditures/uses.

Tax Incremental Financing District (TIF) – Property within a municipality whose incremental growth in equalized valuation is excluded from the equalized valuation calculation when determining the amount of taxes to assess a municipality. Special statutes govern the creation of TIF districts.

Tax Rate Limit – The maximum rate at which a governmental unit may levy a tax.

Taxes – Compulsory charges levied by a governmental unit for the purpose of financing services performed for the common benefit.

Tuition and Fees – Revenue generated from charges to students. The Wisconsin Technical College System Board determines both rates.

Wisconsin Act 145 – 2013 legislation providing \$406 million in property tax relief by removing this amount from the property tax rolls applicable to technical colleges and paying the same amount to the 16 technical colleges as state aid. Aid is allocated based upon the relative property value of each technical college district.

Wisconsin Statutes – Chapter 65 - “Municipal Budget Systems” details the requirements for creating, publishing, adopting, and amending government budgets.

Wisconsin Technical College System (WTCS) – The state system of sixteen technical colleges in various parts of Wisconsin.

Tax Rate – The amount of tax stated in terms of the unit of the tax base (mill rates).



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
715.746.3603

MERRILL:

Public Safety
Center of Excellence
1603 Champagne Street
Merrill, WI 54452
715.348.7205

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
Center for Health Sciences
Engineering and Advanced
Manufacturing Center of
Excellence
Information Technology
Entrepreneurial Center
Professional Conference
Center
SPOONS Restaurant
STEW Center
Studio Max Salon + Spa
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: June 4, 2024

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

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

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

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

NTC projects operational reserves to be 25.00 percent of total operational expenditures, excluding reserve dollars set aside for Other Post-Employment Benefits (OPEB) liability, as of June 30, 2024. These operational reserves are projected to be 25.00 percent as of June 30, 2025. The College has set aside the fund equity designations for state aid fluctuations and for subsequent year(s) for future use as the following needs are clarified: Property valuations and state aid revenue.

AGENDA CATEGORY:

✓ Regular Voting Agenda

PROPOSED MOTION:

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

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

Signed Dated: Dr. Gianni Worden

Date: June 4, 2024

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

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

WHEREAS, the Northcentral Technical College District Board will approve the District's 2024-2025 annual budget at its June 4, 2024 meeting;

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

RESERVE FOR CAPITAL PROJECTS - A segregation of a portion of the fund balance to provide for instructional equipment, construction, and remodeling. At June 30, 2024, this reserve is planned to be \$20,289,334, and is budgeted to decrease by \$1,417,172 during 2024-2025 for capital projects.

RESERVE FOR DEBT SERVICE - A segregation of a portion of the fund balance to provide for debt retirement. At June 30, 2024, this reserve is planned to be \$5,969,714. This balance is budgeted to increase by \$685,606 during 2024-2025, to make current principal payments.

DESIGNATED FOR OPERATIONS AND SPECIAL PROJECTS - A portion of unreserved fund balance which is designated to be used to provide for normal fluctuations in operating cash balances which are not planned to be met with short-term borrowing. At June 30, 2024, this designation is planned to be \$10,578,420 in the general fund and \$2,915,193 in the special revenue operational fund. This balance in the general fund is budgeted to increase by \$1,122,291 during 2024-2025. This balance in the special revenue operational fund is budgeted to decrease by \$70,156 during 2024-2025.

DESIGNATED FOR STATE AIDS FLUCTUATIONS – The amount designated for state aids fluctuations may not exceed 10% of the district's budgeted total state aids. At June 30, 2024, this designation is planned to be \$925,000 in the general fund. This balance is budgeted to remain unchanged during 2024-2025.

DESIGNATED FOR POST-EMPLOYMENT BENEFITS – A portion of unreserved fund balance is designed to be used to provide for post-employment benefits of retired employees. At June 30, 2024, this designation is planned to be \$3,063,745 in the general fund, and is budgeted to decrease by \$63,745 during 2024-2025.

DESIGNATED FOR SUBSEQUENT YEAR(S) – A portion of unreserved fund balance is designated to be used in future year(s). At June 30, 2024, these two designations are planned to be \$4,817,608 in the general fund and \$382,159 in the special revenue operational fund. During 2024-2025, these balances are budgeted to decrease by \$2,558,546 in the general fund and \$382,159 in the special revenue operational fund.

BE IT RESOLVED, that the District Board authorizes that any 2024-2025 unexpended operational funds be applied to Designated for Operations, Designated for State Aids Fluctuations, and Designated for Subsequent year(s) as a hedge against operational borrowing and to work toward maintaining its reserve between 16% and 20% of the operating budget as defined in Executive Limitation Policy 1.3 - Budgeting.

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

MEETING DATE: June 4, 2024

TOPIC: Resolution for Adoption of NTC's 2024-2025 Northcentral
Technical College District 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 Wis. Stat. § 65.90 (1), which states that “each technical college district...shall annually, prior to the determination of the sum to be financed in whole or in part by a general property tax, funds on hand or estimated revenues from any source, formulate a budget and hold public hearings thereon.”

DATA/RESULTS: Attached is the resolution for adoption of NTC's 2024-2025 budget that was tentatively approved in May 2024. The total budgeted expenditures of \$112,597,235 include operating budget expenditures of \$58,264,961. All other funds include some large dollar items such as the capital purchases, self-funded health insurance, and student financial aid.

Annually, in accordance with Wis. Stat. § 65.90, the District Board formulates a budget and holds a public hearing on it prior to approval. The public hearing is scheduled for June 4, 2024 in Wausau, Wisconsin, at Northcentral Technical College, Timberwolf Conference Center/D100, 1000 W. Campus Drive and on Zoom at 12:00 p.m., and has been advertised in the Wausau Daily Herald.

AGENDA CATEGORY:
✓ Regular Voting Agenda

PROPOSED MOTION:

The District board hereby adopts the budget for the fiscal year 2024-2025 as included in the attached resolution for the operation and maintenance of the District for the fiscal year beginning July 1, 2024.

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

Signed: Dr. Janis Worden

Dated: June 4, 2024

**RESOLUTION FOR ADOPTION OF THE 2023-2024
NORTHCENTRAL TECHNICAL COLLEGE DISTRICT BUDGET**

WHEREAS, the Northcentral Technical College District Board has reviewed the proposed 2024-2025 fiscal year budget document which is hereby made a part of this resolution, and

WHEREAS, the notice of the public hearing on the proposed 2024-2025 fiscal year budget of the Northcentral Technical College District was published in the Wausau Daily Herald on Thursday, May 9, 2024, as a Class I legal notice, and

WHEREAS, the Northcentral Technical College District Board has held, pursuant to section 65.90 of Wis. Statutes, a public hearing on the proposed 2024-2025 fiscal year budget on June 4, 2024, in Wausau Wisconsin, at Northcentral Technical College, 1000 W. Campus Drive, at 12:00 pm.

THEREFORE, BE IT RESOLVED, that the Northcentral Technical College District Board hereby adopt the budget, as detailed in the budget document, for the fiscal year 2024-2025 for the operation and maintenance of the District beginning July 1, 2024.

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

MEETING DATE: June 4, 2024

TOPIC: Wausau Land Disposal to Marathon County, WI. (Updated)

POLICY: Wisconsin Statute 38 – Technical College System, 38.14 District Board Powers – (2) Buildings and Equipment. (bm) With the approval of the director under s. 38.04 (2), the district board may sell any property which it finds to be no longer needed by the district.

INTERPRETATION: Selling of any property no longer needed by the College requires District Board approval and the approval of the WTCS President.

DATA/RESULTS: At the December 14, 2023, Marathon County Board of Supervisors meeting, the County Board approved funding for a new Regional Forensic Science Center. The creation of the Marathon County Regional Forensic Science Center (RFSC) will focus on enhancing the quality, efficiency, and effectiveness of death investigations in Marathon County and central and northern Wisconsin. Due to the physical location along Interstate 39, Highway 51, and Highway 29 corridor, Marathon County would like to partner with Northcentral Technical College (NTC) to build the RFSC adjacent to the NTC's Wausau Campus. NTC requests approval to sell up to 4 acres of land that is no longer needed at a cost no less than the appraised market value of \$137,225 per acre. Final building design and site layout will determine the total acreage and purchase price. The College will be asking the WTCS President for approval of the land disposal. A letter containing a certified map, final acreage, and purchase price will be submitted to the WTCS President for approval. This update was necessary because a year had passed between the original property appraisal and the submittal to the WTCS President for approval.

AGENDA CATEGORY:

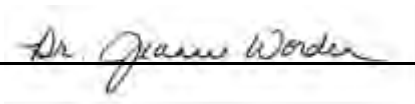
- Regular Voting Agenda

PROPOSED MOTION:

BE IT RESOLVED that the Northcentral Technical College Board approve the Wausau Land Disposal to Marathon County WI. and request the WTCS President to do the same.

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

Signed



Dated

6/4/24

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

MEETING DATE: June 4, 2024

TOPIC: Workforce Training Contract Rates

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

WTCSB Financial Accounting Manual 7.2.1. states that each district Board shall “establish criteria for pricing district contracts to provide educational services including criteria for when more or less than full costs (as defined in Section 7.4 of this manual) will be charged.”

DATA/RESULTS:

The NTC Board established in 1999 that Workforce Training contracts must recover 100% of cost based on the WTCS cost recovery formula. The current contract training rate has remained the same since 2019. Since then, there have been cost increases for delivering training services in all areas including staffing, instructor wages, facilities, and equipment. We have also seen an increase in need of specialized resources to ensure district business and employees receive the training and development they need to thrive. It is vital that we deliver these high-quality training programs while also continuing to charge a cost recovery rate that covers the costs of highly customized training.

Our current contract training rate is \$165/hr. The proposal is to increase the standard contract training rate to \$190/hour effective July 1, 2024.

AGENDA CATEGORY:

✓ **Regular Voting Agenda**

PROPOSED MOTION:

The Northcentral Technical College Board approve to increase the standard Workforce Training contract training rate to \$190 per hour beginning July 1, 2024.

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

Signed Dr. Janis Worden Dated 6/4/24

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

MEETING DATE: June 4, 2024

TOPIC: Advocacy & Social Justice Specialist Technical Diploma

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

DATA/RESULTS:

Program Description:

The Advocacy & Social Justice Specialist Technical Diploma program equips learners with the knowledge and skills to advocate for justice within communities. Coursework covers community organizing, advocacy, and activism from sociological and legal perspectives.

Students learn about root causes of social issues like inequity, historical trauma, homelessness, domestic violence, human trafficking, and substance use disorders. They explore strategies for addressing these issues at the community level and study the role of government and non-governmental organizations in promoting social justice. The program also examines the impact of public policy on communities and highlights methods for promoting equity and inclusion with culturally competent responses.

This program prepares learners to be effective advocates for change within their communities and to make a positive impact on society.

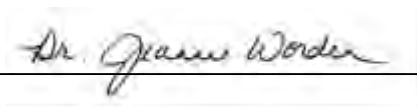
NTC conducted a formal survey of in-district employers in May of 2024. Ten out of 27 in-district employers responded. In summary, seven of the respondents indicated they do hire employees with a similar educational background or skill-set and four of those seven indicated they have seen an increase in this type of position over the past four years. The majority of respondents said they experience difficulty in finding qualified individuals to fill these positions and that if NTC offered the proposed Advocacy & Social Justice Specialist TD they would definitely hire the graduates. One respondent commented, "As a long tenured law enforcement officer, I can see the value of this degree as it blends several professions into one degree and helps see all sides of things". Another respondent expressed excitement for a program that highlights the career of advocacy. In-district employers projected an average of 16 openings in year one, 28 openings in year three and 36 openings in year five. This proposed program will provide the NTC District with a comprehensive technical diploma that meets the needs of industry jobs that do not require an associate degree level education but do require specific skills and education for employability.

The College wishes to submit the Advocacy & Social Justice Specialist program concept review and program approval documents to the Wisconsin Technical College System Office for consideration as part of the WTCS Occupational Program Approval Process. By approving the submission of the program proposal, the College will continue to the next step in the process for developing this as a WTCS approved program.

AGENDA CATEGORY: **PROPOSED MOTION:**

✓ **Consent Agenda** Approval of program proposal of the Advocacy & Social Justice Specialist Technical Diploma program

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

Signed  Dated 6/4/24

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

MEETING DATE: June 4, 2024

TOPIC: New Carpentry Apprenticeship

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

DATA/RESULTS:

In Fall 2023 a representative from the Central Wisconsin Carpenters JAC (Joint Apprenticeship Committee) reached out to NTC to discuss if NTC would be able to offer the Paid Related Instruction (PRI) for the Carpentry Apprenticeship program. In efforts to support the Wisconsin Bureau of Apprenticeship Standards (BAS) a subset of Department of Workforce Development (DWD), carpentry employers and the Joint Apprenticeship Committee members, NTC would like to expand to offering this apprenticeship program.

Carpenters construct, erect, install or repair structures and fixtures made of wood; concrete forms; building frameworks including partitions, joists, studding and rafters; wood stairways, window and door frames; and hardwood floors using carpentry hand and power tools. They build wood framing for houses, roofs, stairs, decks and sheaths, and forms for concrete and frame buildings, walls, footings, columns and stairs. The trade also involves carpentry work to install cabinets, siding, drywall rails, building cabinets and counter tops and may include work on drywall, wood flooring, metal jambs and ceilings. They are skilled in interior and exterior finish work and are able to read blueprints, measure accurately and calculate dimensions.

According to Lightcast 2024 data, the carpentry occupation within NTC's District has an above average number of workers with 962 jobs reported in 2023. Per Lightcast data 28% of those currently employed in this occupation are reaching retirement age, this apprenticeship program will help fill those positions.

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

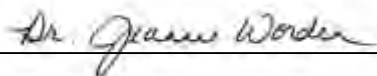
AGENDA CATEGORY:

PROPOSED MOTION:

✓ **Consent Agenda** Approval of program request for the Carpentry Apprentice program

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

Signed _____



Dated _____

6/4/24

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

MEETING DATE: June 4, 2024

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 **April 30, 2024** (preliminary).

F1-F7 Revenue: \$93,984,037.32

F1-F7 Expense: \$85,382,406.15

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: June 4, 2024

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

MEETING DATE: June 4, 2024

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:

- Sarah Block – Developer, Software
- Zimorah Endries – Custodian, General

Resignations:

- Emily Zernicke – Custodian, General
- Mai Yia Yang – Specialist, Financial Aid
- Lynn Moses – Administrative Assistant, WTPD & Contracts
- Tiffany Stolzman – Assistant Manager, Farm

Retirements:

- Jim Ortiz – Advisor, Student Success
- Kelly Poppe-Gale – Faculty, Business Management & Leadership Development

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. Jannis Worden

Dated 6/4/2024



Board of Trustees Upcoming Meetings + Events – 2024-2025 (DRAFT)

Updated: 5/21/24

Date	Event	Troy Brown	Sherry Buntten	Tuona Crowder	Tom Felch	Renae Krings	Nathan Lehman	Charlie Paulson	Paul Proulx	Heather Renzelmann
2024										
MONDAY July 8	Annual Organizational Meeting									
August 13	Regular NTC Board of Trustees Meeting									
September 10-11	WTCS State Board Meeting Hosted at NTC									
September 17	Regular NTC Board of Trustees Meeting (9:00 a.m. start time)									
October 15	Regular NTC Board of Trustees Meeting									
November 5	Board Retreat									
November 7-9	WTC DBA Fall Meeting (Fox Valley Technical College, Appleton)									
December 3	Regular NTC Board of Trustees Meeting (Lunch at 12:00 p.m. w/Foundation Board)									
December 14	Graduation (10:00 a.m. @ The Grand Theater)									
2025										
January 14	Regular NTC Board of Trustees Meeting									
January 16	WTC DBA Legislative Seminar Capitol Day (Madison)									
January 17	ACCT Governance Leadership Institute (GLI) – TENTATIVE Either January or April – Hosted by the DBA									
February 11	Regular NTC Board of Trustees Meeting									
March 4	Regular NTC Board of Trustees Meeting									
April 8	Regular NTC Board of Trustees Meeting (Tentative: Antigo Campus)									
April 10	WTCS Ambassador Banquet (Wisconsin Dells)									
April 11	ACCT Governance Leadership Institute (GLI) – TENTATIVE Either January or April – Hosted by the DBA									

May 6	Regular NTC Board of Trustees Meeting									
May 17	Graduation (10:00 a.m. @ Wausau West Fieldhouse)									
June 3	Regular NTC Board of Trustees Meeting (Public Budget Hearing at 12:00 p.m. Lunch at approx. 12:15 p.m. Regular Meeting at 1:00 p.m.)									

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.

May 21, 2024

Michelle Rudman
Wisconsin Technical College System
P.O. Box 7874
Madison, WI 53707

REQUEST: Remission of Out-of-State Tuition – Needy & Worthy

Dear Michelle:

In accordance with S.38.24 (3)(c) 1, Wisconsin Statutes, Northcentral Technical College District requests authority from the WTCS President to remit out-of-state tuition for 64 credits for two needy and worthy/exchange students during the 2024-25 academic year.

Northcentral Technical College District projects 2,725 Full-Time Equivalent enrollments (FTEs) (net of community services) for the 2023-2024 academic year.

If you have any questions, please call me at 715-803-1070. We appreciate your assistance with this matter.

Sincerely,



Dr. Jeannie Worden
President

cc: Chet Strebe
Sarah Dillon
Nicole Kopp
Nick Blanchette



Pasture to Plate Advisory Committee Meeting Minutes

Date: 2/23/2024

Time: 2:00pm-3:30pm

Location: Spoons E114 & Zoom

Attendees

Industry Members:

- Andy Geiss– Geiss Meats; Owner
- Matt Bayer – We R Food Safety – Sales Specialist

NTC Team:

- Travis Teska – Culinary Arts and Pasture to Plate Faculty
- Yang Yee Xiong – Student Success Advisor
- Valerie Becker – Administrative Assistant; School of Business
- Allen Photopaulos – Student and EMS Faculty

Welcome & Updates Since Last Meeting

- **Travis Teska – Culinary Arts and Pasture to Plate Faculty** – Welcomed everybody to the Pasture to Plate Advisory Committee Meeting and provided updates regarding what has happened since the last meeting in September.
 - The cold lab's completion has been delayed once more. The city determined that we required an additional exit, necessitating a dedicated fire door, which consequently postponed the cooler's construction by two months. Originally, we anticipated having the cooler by mid- January; however, the city mandated the installation of a dedicated fire door, causing further delay. As a result, the cooler is now expected to arrive around March 11th which will then expedite the Cold Lab project.
 - The cooler will be followed by flooring, equipment installation, and final hookups. Electrical work and door installation are being finished. Retail space is being outfitted with cabinets and other fixtures. Travis is holding off on ordering small items until the cold lab is operational.
 - He highlights the acquisition of a new vacuum machine and automatic slicer, which improves efficiency in food packing and slicing. The smokers are hooked up, and so far, the class has completed two different types of bacon, two different types of ham, Kielbasa, and Andouille sausage, with more hams planned for next week. They are using a Mauting brand smoker. Travis asked what temperature Andy smokes his hams.
 - **Andy Geiss – Geiss Meats; Owner** – Andy confirmed that he smokes his hams at 152-155 degrees with a chamber temperature at 180-185 degrees with high humidity, although they will start out smoking them at 140-150 degrees and then gradually increase the temperature so it is at 180 degrees at the end. It takes 15-16 hours to smoke their hams.
 - We've completed the processing of hogs, lambs, chicken, and fish. With the addition of the smoker, we're now focusing on value-added products like smoked ham, bacon, and sausages, compensating for what we missed last semester without the smoker. In two weeks, beef will be delivered, allowing us to start cutting and producing value-added beef products like summer sausage and jerky. We've acquired an aging chamber and we will compare farm-raised beef with the beef provided to us, dry-aging strip loin and ribeye cuts for experimentation.
 - Our first meat sale today, February 23rd, generated nearly \$3,400 in revenue, clearing out our freezer inventory. Customers were eager to purchase, especially the bacon, which sold out within 20 minutes. Our Old-World style bacon received positive feedback for its saltiness and flavor. Despite not having the vacuum tumbler set up, we managed the process manually, reminiscent of traditional methods. The customer response was positive, with good feedback on the samples we provided. About 15 to 20 community members plus NTC staff visited our meat sale, which is impressive for our first opening. Travis advertised on his personal Facebook, reaching about 1,000 people, and the school bulletin board, which reaches 1,600 people. We marked up our products by about 20%, covering cutting losses and ensuring competitive pricing. Customers seemed satisfied with the prices, leaving with full bags of meat. This successful sale should cover our budget for pork, lamb,

chicken, and fish from last semester. We're still learning about the smoker, adjusting to cooking temperatures and rules. However, overall, we're producing good quality products without any significant failures. We're optimistic about the future.

- The slaughter trailer has been ordered and is scheduled for delivery in August 2024. It's a 22,000-pound gooseneck trailer, 30 feet long, equipped with a walk-in cooler, a full slaughter floor with running water, hand wash sink, sterilizers, and splitting saws. Travis plans to conduct on-site slaughter under inspection for beef, pork, and lamb. Poultry slaughter won't be included due to low demand.
- There's been a change in adjunct faculty; the previous instructor, Adam, opted out due to commitments to his own meat business and work at Mid-State Technical College. Travis will now teach the slaughter class, requiring some adjustments. To gain more confidence in the slaughter process, Travis will spend a week with a butcher who uses a rifle for on-floor slaughter, allowing him to understand the process better and pass on the knowledge to students.
 - **Andy Geiss** – Asked Travis if he has enough people to help teach the slaughter process at the farms.
 - **Travis Teska** – We are uncertain about that at this point. Once Travis can gain more experience, particularly with Lindsay from Blondie's Butcher Shop this summer in Minnesota, he believes he'll feel more confident about the slaughtering process. Keeping open lines of communication is crucial in case we identify any gaps or need guidance, especially during inspections. Ensuring compliance, avoiding mistakes, and preventing contamination with inspectors is the main concern. Perhaps having an expert like Andy present during the initial stages, or even for the first inspection, would alleviate some of that pressure. Or perhaps Travis could get hands-on experience by spending time this summer doing some slaughtering at Geiss Meats with Andy.

Instructional Area/Program

- **Curriculum Updates - Travis Teska** - All classes have been written and will stay the same for next school year, except for the slaughter class, which Travis is working on writing this spring and summer.
 - We are working with our Security team at NTC on the procedures for handling the firearm during the slaughter class. After stunning the animal with a rifle, Travis will have to hand that firearm off to someone who is not a student, and then do the stick. We are still figuring out if we will need a teaching assistant or a security personnel to be present at the farms on these days. We are also finding an insurance company that will be comfortable with covering us during this process.
 - Last semester we focused on pork, lamb, chicken and fish and the slaughtering class and the cutting class were blended into one because I cold lab was not ready. There were also days the class went out to slaughter and even spent a day at Andy's business doing a tour.
 - This semester students will be cutting beef and the making the value-added beef products like snack sticks, summer sausage, jerky, etc. They will also learn about barbecue in their class this semester so students will get 1-2 weeks from a butcher perspective such as how to cut pork butts and ribs and then students will cook those so they can see the end result of these popular barbecue cuts. This semester we will also be doing preserving.
 - We will be taking our new trailer to a few farms this fall under inspection and then bringing the meat back to NTC's Cold Lab and to do the cutting on campus. That way we are following the inspection chain and rules.
 - Students are currently in the online, self-paced HACCP class right now. In this class each student will have to make a small HACCP plan. They will be required to write one SOP on one item like snack sticks or ground beef. They will also get to pick one piece of equipment to write an SSOP on. This way they get the experience of doing this without being overwhelmed by doing it for an entire operation, which would be a huge amount of work. We want to make sure they understand the process so when they are in the industry, they know what they are supposed to write.
 - If the cold lab is not complete by early May, we are going to run a 2-3 day bootcamp over the summer so students can make up the final pieces of what they missed due to not having the cold lab. This would include 90% of the bowl chopper; without this equipment we do not have a way to make hot dogs and kielbasa.
 - Keep in mind that our curriculum is not static. As things change in the industry, we want to be nimble and rely on our industry members to let us know what is new or becoming popular. We need to know what our students need to learn in order to be successful before going to work in the industry or to start their own business.
- **Enrollment Update – Yang Yee Xiong** - Four students have applied for the Pasture to Plate program for Fall 2024.

- **Travis Teska** - We have a mailer planned for the 11 counties in NTC's district and we will be sending out information regarding the program to farmers, those connected to the meat industry, and FFA's in all the high schools. The mailer will announce the Pasture to Plate program and the fact that tuition is currently being paid for by the state. Once this mailer is out, we are confident that enrollment in the fall will be up. The program's capacity is 12 students so we are already a third full and its only February.
- **Matt Bayer – We R Food Safety – Sales Specialist** - Matt recommended also reaching out to Home Economics classes in the high schools.

Industry Discussion

- **Matt Bayer** – There's been some improvement regarding the labor situation. Many are discussing the importance of automating tasks to minimize labor, yet there remains a necessity for human involvement in various aspects. Thus, streamlining physical tasks and reducing labor-intensive steps are crucial considerations.
 - **Andy Geiss** – Andy concurs with Matt's perspective, acknowledging that there has been an improvement in their labor situation, although they are not yet processing 80 head per week. Currently, they are handling 40 to 50 head, leading to a somewhat smoother operation. Andy is fortunate to have an efficient crew this year, allowing him to focus on office work instead of manual tasks. Overall, this has proven to be quite helpful in managing the workload.
- **Travis Teska** – Our students are being exposed to manual vacuum packing, where items are individually packed and run through a chamber sealer. He questions if the automatic packing process seen at other plants can be easily learned on the job or if it requires specific training. He raises concerns about the necessity of investing in expensive vacuum machines and accessories.
 - **Matt Bayer** – Incorporating an automatic packing process would be an asset to the program, however, it isn't essential for its success. Experiencing the traditional manual method, possibly even through a paper wrap seminar, would help students understand the labor involved in every step. This hands-on approach could make them appreciate the benefits of automation when they're eventually exposed to a roll-stock machine. Knowing that easier processes exist beyond what they currently practice could bring added value to their knowledge and skills. You may want to look at this automated process in the future as more businesses are going this route and it does save a lot of time.
 - **Andy Geiss** – Andy is in agreement with Matt as it is such a time saver, however he really likes the paper wrap idea to bring back this old-school tradition.
 - **Matt Bayer** – Implementing a paper wrap system could enhance the retail operation and create an old-fashioned butcher shop experience for customers. In his previous retail store, they would offer fresh cuts, and when a customer purchased a steak from the case, they would wrap it in paper unless the customer requests otherwise. This practice would ensure that the meat stays fresh for immediate or next-day use. The paper wrap system is not only a practical approach but also a potential selling point for entrepreneurs interested in the retail aspect of the business.
- **Travis Teska** – Asked Matt and Andy what their experience and thoughts are on ES Stimulation and whether that is something we should consider in our slaughtering class.
 - **Matt Bayer** – Matt does not believe that this is something that will need to be included in class. Perhaps, something to talk about but it is primarily used in larger operations in order to push carcasses through the cooler faster.
 - **Andy Geiss** – The company Maplewoods did this and it worked pretty efficiently; however, Andy never compared tenderness and stated that he would be interested in learning about it, as well.

Other Items

- **UW-Madison Master Meat Crafter Training Program – Travis Teska**
 - Travis is enrolled in this training program and had his first week of class at the end of January.
 - Travis was able to take some of the material he learned during the first week of this program into the classroom with his students. They talked about what he learned, including the slaughter process, how it relates to what they experienced at Andy's business, and ES stimulation.

Next meeting schedule & agenda items discussion

The next Advisory Committee Meeting will take place on Friday, September 27th at 2:00PM where we can provide a tour of the new cold lab.

Advisory Committee Meeting Agenda

Veterinary Technician



6th March 2024 | 7:00am to 8:30am | Agriculture Center of Excellence; Student Engagement Center (6625 County Road K, Wausau, WI 54401) & Zoom

Meeting Attendees

Industry Members:

- Kris Hankison, Oakview Veterinary Medical Center
- Rebecca Myszka, Wisconsin Valley Vet
- Morgan Wardall, PAW Health Network
- Annie Falkowski, PAW Health Network
- Amy Geramita, Kronenwetter Veterinary Care
- Heather Kardas, Kronenwetter Veterinary Care
- James LeVasseur, PetSmart Veterinary Services

NTC Members:

- Greg Cisewski, Dean
- Bobbi Lee, Learning Coordinator
- Jenna Breitenfeldt, Ag Outreach & Asst. Farm Manager
- McKenna Dassow, Student Success Asst. & CSR
- Sarah Steger, Program Director & Faculty
- Bill Schultz, College Advisor
- Nicole Getzloff, Instructional Assistant & Club Advisor
- Elizabeth Hillebrand, College Veterinarian
- Asia Bay, Workforce Training and Professional Development
- Katy-Jane Shanak, Faculty

• **Welcome and Introductions- Chair**

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

• **Industry Discussion**

Certified Vet Techs (CVTs) are in very high demand causing wages to increase. CVTs are no longer just holding animals, the short staff is allowing techs to practice everything the law allows the tech to do without a DVM. It takes approximately 90-120 days to fill an open position in the veterinary clinic. Clinical experience is key when it comes to finding a good employee. Internship hours are critical as they allow for the student to become more valuable when entering the career field.

• **Program and Curriculum Discussion**

Current Enrollment

There are currently 16 students in the Pre-program courses, 19 students in the first semester, 7 students in the 2nd semester, 13 students in the 4th semester, and 8 students in the 5th semester.

VTNE

The Vet Tech program has a 75% passing rate for first time takers of the VTNE. There will be 8 students testing in July/ August and 12 testing in November/ December.

Advisory Committee Meeting Agenda

Veterinary Technician



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SCNAVTA (NTC's Vet Tech Student Club) has provided funds for purchasing the VTNE Prep for all graduates thus far. A new program is currently being offered in addition to the VTNE Prep. Pocket Prep is available on the students' cell phones with the teacher having access to view each student's progress. Faculty are currently working on deciding if the course should be an extra tool or used for assignments as well. After a trial run, faculty will decide which program works best instead of having to pay for both. The students are also able to complete free VTNE practice exams with both programs. There is planning currently involved with providing a Mock VTNE Exam Practice which may help with test anxiety and allow for students to better prepare for the real VTNE.

Curriculum

There have been minimum changes made, with the exception of additional class time for Veterinary Medical Calculations. This change will take effect in Fall 2024.

Sarah shared an overview of the courses offered in each semester. As stated last meeting, the internship has been split into 2 groups with the first internship focusing on vet assistant duties, restraint, and cleaning. The second internship is their surgical internship.

Sarah also shared the skills a new graduate should know after graduating from the program. The following are some of the skills that were listed: gathering vitals, cytology, bandaging, dental cleaning and radiographs, basic grooming procedures, client education on basic topics, blood draws, IV catheters, husbandry, administering medications, filling prescriptions, intubation, calculate drugs and fluids, aseptic technique, BLS CPR, surgery prep, restraint and handling, suture removal, and microchips. All skills are practiced and tested in the program. There are over 500 skills students must learn.

- **Student Club- Club Advisor**

Fall 2023 was full of fundraising events such as volunteering at Lambeau Field for Packer games, lunch and learns, career explorations, triage practices, and multiple vaccination clinics. The Pinning Ceremony for the graduating class of Spring 2024 will be held on May 6th which will include dinner and the significance of their position in practice. Towards the end of the ceremony, all students will recite the Vet Tech Oath.

- **NTC Updates- Dean**

The College-Wide Initiatives PowerPoint was shared with the committee before the meeting. There were no further questions. Greg shared that NTC's Agriculture Center of Excellence will be hosting WTCS National Ag Day on March 19th, 2024. The Science & Engineering Festival (Mind Trekkers) will be hosted at NTC on April 12th, 2025

Continuing Education and Professional Development

We hold a wide variety of continuing education classes. NTC would be willing to find someone to teach courses if there is a topic we do not already have.

- **Other Business**

[Veterinary Technician Adjunct Position](#) is posted. Please reach out to NTC staff or faculty if there are any questions.

Rabies Vaccination

Due to the animals the students work with being from the humane society, all students are required to have their rabies vaccination prior to entering the program. Currently the student pays for the vaccination out of pocket or through their

Advisory Committee Meeting Agenda

Veterinary Technician



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health insurance. Other colleges are allowing for a medical exemption of the vaccination. Sarah is currently looking to develop a protocol for students who may need a medical exemption and how they could still complete the program. It was asked why we don't have the vaccination added through tuition as a book fee. Due to students receiving FAFSA at full capacity, they would still need to pay out of pocket for the vaccination. NTC is currently looking at partnering with a larger company to get funds for the vaccination or at creating a fund within the NTC Foundation specifically for the Rabies Vaccination. It was recommended to look at a small mobile vaccination clinic that offers group discounts. Amy stated they used Pathways Wellness, which is a mobile clinic that came to the school with their own nurses and the vaccines, students paid or had it added into tuition and they came back for the 2nd vaccination. For both vaccinations, the series costs \$700 due to a group discount. Sarah stated she was going to look into it and see if that would be an option for our students.

- **Next Meeting Date & Time**

McKenna to send out a poll to determine the next time and date.

Contact Details –

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2024 Spring EMS/Paramedic Advisory Committee Meeting Minutes

Date: March 20, 2024

Time: 5:30 pm-7:30 pm

Location: E103 & Zoom

Zoom Meeting Link: <https://ntc.zoom.us/j/86166603942>

Attendees

Industry Members:

- Linda Vollmar, Committee Chair, Antigo Fire
- Don Kimlicka, Regional EMS Coordinator (Zoom)
- Pat Trinko, Shawano Ambulance (Zoom)
- Diane Cummings, Norwood EMS (Zoom)
- Phil Skoug, Merrill FD (Zoom)
- Eric Lang, Deputy Chief SAFER (Zoom)
- Charlie Kotke, Aspirus Medivac (Zoom)
- Tina Stephanus, Weston ER (Zoom)

Guests:

- Lindsay Rogan, Marshfield Medical Center-Weston, Lead RN-ER (Zoom)

NTC Team:

- John Connor, Paramedic Program Director
- Shane Heilmann, Director, Public Safety & Community Safety Simulation Center (CSSC)
- Will Isham, EMS Program Director
- Allen Photopoulos, EMS Faculty
- Paul Scheffler, EMS Faculty (Zoom)
- Michelle Shepherd, Administrative Assistant, Public Safety

Welcome & Introductions

Linda Vollmar, Chairperson, welcomed everyone to the meeting and thanked them for attending. Everyone in attendance introduced themselves.

Update and highlights from last Meeting

Meeting called to order by Linda Vollmar at 5:34pm. Motion made by Charlie Kotke to approve the minutes from the November 9, 2023 meeting; motion was seconded by Phil Skoug. Motion carried.

College-Wide Initiatives

Power Point of College-Wide Initiatives was reviewed by Shane Heilmann.

Workforce Training and Professional Development

Shane Heilmann shared the following EMS/Paramedic related upcoming conferences and trainings offered through WTPD:

- North Central Regional Trauma Advisory Conference (April 11)
<https://www.ntc.edu/calendar/2024/04/11/2024-north-central-regional-trauma-advisory-council-annual-conference>
- Basic SWAT Training (May 6-10)
<https://www.ntc.edu/calendar/2024/05/06/basic-swat-training>
- Midwest Tactical Training (May 7-9) <https://www.ntc.edu/calendar/2024/05/07/midwest-tactical-officers-association-annual-conference-2024>

Instructional Area/Program

Will Isham, EMS Program Director, spoke to the group about:

- EMR, EMT, AEMT, Paramedic
- Fall 2023 Classes – 14 students passed paramedic class, 15 Passed AEMT, 29 Passed EMR/EMT part 1, and 28 passed EMT Part 2
- Refreshers Online or in-person by request - Refreshers will be changing on how they get scheduled. Future online refreshers will still have open enrollment. If you are interested in doing in-person refresher, reach out to Will (need 6-8 people). EMR full class, if you want EMR only class, need 8 students in order to get it scheduled.
- Curriculum changes – there will be a lot of upcoming changes through WTCS and DHS. They are looking at changing total class hours. EMR/EMT part 1 could be 108 hours instead of 72. EMT part would go up to 180 hours. This would change the entire EMT program from 180 hours to 288 hours. AEMT hours would also change. Going from the current program at 180 hours, they would add a second course of 50 or 60 hours as a clinical component. All changes are expected to be made statewide by July 1, 2026. Notices will go out once changes are made.
- Committee input – no comments
- Surveys for members – nothing right now
- Help needed suggestions – Always looking for more help (adjuncts). Reach out to Will to get link for adjunct application.
- Online courses – EMR/EMT part 1 and part 2 are mostly online. There is a plan to make a co-requisite where you will earn airway all in first couple of days. Student will take part 1 and part 2 in same week. Could take both parts at the same time instead of after part 1.
- Program Enrollments – 47 in part 1, 30 in part 2, 40 paramedic and 6 AEMT

Legislative Updates/Renewals

Don Kimlicka provided the following legislative updates:

Training Center Permits: Don is doing all Training Center Permits. This semester he has processed 720 training permits, and 1,000 have been pushed through. Training permits should be put in sooner than later to give them sufficient time to process. If they have any background issues, that goes through a different process that could take longer. Also, for background check issues, the student needs to reach out themselves. Most common issues pertain to the accuracy of the training permits; example, students not putting correct course numbers or end dates. Instructors should make sure to give the students the information with the forms so they do not have to send back to student.

Military allowance for licensure: Military personnel are able to get a license without taking classes. If they say they were in military and have credentials, they can be an EMR in service.

- Must make sure they have current skills and need valid CPR card.
- There could be a situation where the person never had EMS training in military and still got approved (person had fire service not EMS).

EMR National registry: not required to get an EMR license. Anybody that completed EMR class within 2 years will suffice to get EMR (without national registry). Medical directors, services, schools can make the National Registry a requirement.

MCI plan: This is in the hands of advisory board. By June that should be approved. EMS communications plan is back in Don's hands for review.

FAP (Funding Assistance Program): This is coming. The next round will be fast-tracked to turnaround. FAP round EMR agencies will be allowed to directly apply for it.

Endorse the Program's Required Minimum Numbers of Patient/Skill Contacts for Each of the Required Patients and Conditions CAAHEP Standard III.C.2 Curriculum

John Connor spoke on:

- What is allowed by CoAEMSP – Field providers question what student on duty can and cannot do. They need to be a third member of crew and be with preceptor at all times. New 2024 clinical manual for students going out in next few weeks.
- Simulation Changes 2024 – No anticipated changes in allowed simulations
- On & Off-Site Labs, need for preceptor training – All external preceptors must be approved and trained prior to using. If not, any paperwork received from student will be disapproved. Students are told to verify BEFORE doing skills. Records are kept onsite here.

SMC (Student Minimum Competency) 2024 – Small change in tracking pediatric Formative vs Competency pediatric age groups are set in our old template settings, which require two competency skills for each pediatric age group. We have since update/improved the template to have the formative and competency age group skills set at (0) and the skill grouping set at (2). This allows students to count both formative and competency towards the (2) required, instead of two of them needing to be competency. This is better in line with the SMC 2023.

Review the Paramedic Program's Requirements with Accreditation

John read the Paramedic Goal statement to all in attendance and stated that we have reaffirmed the goal statement.

- December 11 & 12, 2024 Follow-up – December 11 & 12, 2023 had site visit via zoom. The team looked at 121 different criteria we had to meet. There was only a slight deficiency on two of them. The competencies were met, just needed to change some wording. Need to respond to medical director responsibilities. Associate Medical Director responsibilities:
 - When the program Associate Medical Director delegates specified responsibilities, the program must designate one or more Associate Medical Directors.
 - Responsibilities – Fulfill responsibilities as delegated by the program Medical Director. There is no evidence provided to determine if the Associate Medical Director is fulfilling duties.

Recommendations:

- Recommend incorporating more engaging experiences in the online course materials

- Recommend increased support and management of students in the clinical and field settings.
- Students may benefit from a Phlebotomy rotation or experience; clinical preceptors expressed concern that students are not prepared to start live IVs.
- Consider teaching venous blood sampling as included in the National EMS Education Standards. (The program does not teach it because it is not within the scope of practice in Wisconsin.)

It was found that the program exhibits strengths in the following areas:

- The Lead Instructor (Will Isham) was identified as an exceptional educator.
- The communities of interest provide excellent support and feedback to program resulting in the program incorporating the adjustments.
- The flexible scheduling options to progress through the program is appreciated by students, graduates, and the communities of interest.

We are very pleased overall at the outcome of the site visit. Next visit will be in five years.

- Resources Assessment Matrix (Will be sending with minutes Program Resource Survey Personnel) – Please fill it out and return it. Helps to identify weakness.
- Student retention changes/requirements - We look at retention, we need 70% retention. Look at National registry pass rate. Look at placement.
- Goal Statement – To prepare competent entry-level Paramedics in the cognitive (knowledge), psychomotor (skills), and affective (behavior) learning domains with our without exit points at the Advanced Emergency Medical Technician and/or Emergency Medical Technician, and/or Emergency Medical Responder levels (CAAHEP).

Review the Program's Other Assessment Results (CAAHEP Standard IIID. Resource Assessment)

Annual Report

- Graduate Survey – from annual report for 2022 cohort. 8 students graduated and 6 surveys were returned.
- Employer Survey – 5 sent out and 5 sent back

Review Program Changes and Potential Changes at All Levels

- Course Changes (Schedule, Organization, Staffing, Others)
- Program Directors
- Clinical and Field Affiliation Changes – added County Rescue Multi new preceptors as crew configurations change at departments, new training going out to all.
- Preceptor training requirements – requirements new orientation manual going out to preceptors in the field.
- Curriculum Changes
 - Content
 - Sequencing

Review Substantive Changes and Potential Changes CAAHEP Standard V.E. Substantive Change

- Program Personnel – Angela Roesler is now Dean over Paramedic. Will Isham is program director effective July 1, 2024. John will work with Will to train him for clinical coordinator director.

CoAEMSP/CAAHEP Updates

John reminded the group that a new set of standards and guidelines were implemented to follow as of 1/01/24

Comments from Providers

Any comments, questions, concerns related to education of staff:

If you feel there is something that is not being taught right now. The last paramedic curriculum was from 2011. Items can be added to the curriculum within reason. You work with students once they graduate and know what they may be missing.

Facilities/Equipment

Allen Photopoulos gave an update on equipment purchases.

- Capital Equipment – Lifecast manikins
- Recent Purchases – IO Trainer
- Update on equipment/trainers

Next meeting schedule & agenda items discussion

Next meeting date will be in the minutes. Motion to adjourn made by Phil Skoug, 2nd Lindsey Rogan, all in favor. Adjourned at 6:46 pm

IT Advisory Committee Meeting Minutes

Date: 3/20/2024

Time: 4:00 p.m. – 6:00 p.m.

Location: Zoom

Attendees

Industry Members:

- Mark Burger – Wausau Supply
- Matt Hall – Greenheck
- Chris Donovan – Aspirus
- Eric Buhrow – Skyward
- Aaron Fuls – The Dirks Group
- Denise Burkhart – CoVantage Credit Union
- JP Villavicencio – WTCS

NTC Team:

- Dr. Jason Schenzel – Dean of Academic Technology
- Jon DeGroot – Senior Direction of IT
- Clay Hess – Faculty, IT
- Dominic Gruetzmacher – Faculty, IT
- Ken Hallas – Faculty, IT
- JJ Minarcin – Faculty, IT
- Josh Kretschmar – Faculty, IT
- Zach Thunder - Faculty, IT
- Scott Biscobing – Faculty, IT
- Jake Seever – Learning Coordinator
- Courtney Shilts – Academic Excellence Administrative Specialist
- Kendra Barnes - Advisor

Welcome + College Updates

Jon DeGroot welcomed everyone and thanks everyone for attending. Jon announced his new position, Senior Director of IT to the Advisory Committee. New Dean, School of Learning Technologies is Dr. Jason Schenzel.

Jason shared a power point presentation showcasing current college-wide initiatives at Northcentral Technical College (NTC). The power point presentation can be viewed using the link below:

[..\..\Advisory Committee PowerPoint Spring 2024 FINAL.pptx](#)



Workforce Training and Professional Development (WTPD) offers Professional Development and Community Education Classes. Some topics include:

- CPR/First Aid Certification
- Creative Problem Solving: The Design Thinking Model
- Dance/Art/Beekeeping

Student Support:

The following are resources available to our students:

- Unlimited access to free mental health services through **The Virtual Care Group** (thevirtualcaregroup.com/ntc or 866.533.1827)
- The **NTC advisor** can help connect the student with other emergency financial, computer and community resources
- **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.

Update and highlights from last Meeting (10/18/23)

Dr. Jason Schenzel, Dean, addressed the previous meeting minutes and inquired if anyone had any questions, comments or changes that should be made to the minutes from the spring 2023 meeting. No one noted any changes, however, if you note anything, please contact Courtney Shilts, Administrative Specialist shilts@ntc.edu

Instructional Area/Program

- **Artificial Intelligence –**
 - Jon DeGroot shared our recent in service was based around AI through an AI initiative throughout the college. Sub committees will be formed around the college to create AI certificates and embed them into our Business Analysis Program, and our Analytics Program. Beyond that we will be working to embed AI into all our programs here at NTC in a way that makes it the most relevant in the career our students are looking to obtain. We are working with WTPD to create and provide some AI trainings for the employers in the area. Josh Stutting, IT Faculty is assisting with leading the AI initiative throughout the college from the support and learning side of the college.
 - Chris Donovan – Shared some health systems are partnering to use more AI and to be early adopters. AI has been in healthcare for while now as it is used in call management and room sitters (patient monitors) that are movement detected if a patient is a fall risk etc. Capturing patient information and documentation during a visit and to put together the providers note will be the next big thing in healthcare once proved to be safe. AI is also being used in imaging. AI has been used around it is just advancing. Jon shared we are using it more at the farm in animal and crop monitoring.

- Eric Buhrow – Shared Skyward is using predictive AI. Taking student information and looking at if a student is at risk for not graduating and natural language processing to build reports for districts. Jon shared that Canvas looked at partnering with ConAcademy – Conmegeo which is an AI tutor which will coach the student through the assignment without giving them the answer.
- **Industry Trends**
 - Chris Donovan – Aspirus, Systems Director – IT Operations. Healthcare just had its largest cyber-attack. Security journey for a long time the. HSHS EC was without health records for months and now the hospital is closing. Need to be vigilant on protection. Would like students to know the why and can spur some interest in that area. Aspirus is acquiring St. Luke's in Duluth. Adding two hospitals one as large as the Wausau campus. Trying to condense their application footprint. 4-yr degree programs are not producing candidates to jump in and work in EPIC or business or clinical applications. Chris shared they just picked up a student from NTC for an internship. Aspirus would like to partner more and more with NTC for internships.
 - Eric Buhrow – Skyward, Technical Consulting Team Manager. Internship – 6 developers doing internships right now along with 1 UX developer. A lot of developers in training at the moment. Dozen relatively new hires in training. Consistently hiring since 2014. A lot of movement into 3rd party integration. 3rd party working with them. His team is working with about 500 different vendors looking to integrate with their software. State compliance/reporting changes that have come along and needed their developer's time. Lacking business knowledge when starting out in the industry. Particularly in accounting and HR management. In software there are modules in accounting and HR that developers are struggling with. Training staff to get them up to speed on the ERP side has shown to be difficult. AI – working on some generative AI items and has a team working with Amazon on solution they will be integrating into their software's for school districts with grown over the next few years. Starting to transition customer off older software (FMS) onto the newer software (Cumulative). Near 2,000 districts need to be moved to new software and reporting changes will be challenging.
 - Matt Hall – Greenheck – Senior Develop. Team is working on customer data to gain understanding. Manufacturing is looking at bring IOT to the table. Nothing specific to AI at this time. 2 positions posted in IT Senior Dev and Systems Analyst. Both positions would be working on CAPS program for customers. Continuing to work on ongoing initiatives.
 - Mark Burger – Wausau Supply, IT Director. Shared as they go through their interview process, someone they look for are the candidates that are genuinely curious, want to learn more and explore. Struggled with some of the new candidates that do not have the curiosity rather they want to be given a list of things for them to do. They have been drawn toward the candidates that have a general knowledge of the business operations. Lots of success

with their internships. One with NTC currently that is going well. Wausau Supply has kept a lot of their interns that have been hired on into a full-time role.

- Jason asked if they are using AI at all for business processes or in manufacturing. Mark shared they have AI in several of their software's currently. They have a couple vendors wanting to work with them on AI including Infor – Enterprise Automation Team. Will work with them sometime in the summer. Went live with a ERP in tracking production in May of last year. Working on implementing some IOT sensors. Looking at some telemetry tracking on their fork lifts for maintenance or collision and location tracking. From an AI standpoint, working on foundational and data integrity in places. As they go through and build out for business intelligent, data analytics and power VI they are finding data integrity issues that they are working on fixing. Also working on getting their data warehouse structure so they can apply AI models to that down the road. Proof of concept project will be kicking off in the next few months as well.
- Aaron Fuls – The Dirks Group HR Manager – Focus is going to be internal in the next few months starting with an internal training program in certifications and trainings along with cross training. Growing in the Eau Claire area and are seeking further growth. This year they are forgoing interns due to focus of internal staff. Hired marketing strategy to help them get their business to the next level.
- Denise Burkhart – CoVantage Credit Union. Three big initiatives, robotic process to automate lower-level work as it is hard to hire people right now. Focusing on going up to Azure. They have one data center in Antigo and one in Rhinelander which can cause a domino effect if one goes down. Looking at changing out their phone system from Onpremise Solutions to the Cloud. From an AI perspective they are little hesitant to jump full into AI. They will be focusing on building internal process to see if they can build an AI perspective with internal staff before rolling it out to customers. She also shared that they just hired 2 students from NTC that have been rockstars.
- JP Villavicencio - WTCS
- **Program Information**
 - **Enrollment Report**
 - Kendra Barnes, Advisor
 - NTC currently has approximately 330 total IT students. 155 newly enrolled and 208 matriculated for Fall.
 - Cybersecurity is the most popular right now which is exciting to see.
 - Software Developer and Computer Support Specialist are close with almost 80 students in each program right now.
 - Registration is going to look different as we are transitioning to Workday Student.
 - **Curriculum Modifications**
 - Ken Hallas, Faculty – IT Networking & Cybersecurity, shared Security 1, 2 and 3 has been rolled over to the 701 version. CompTIA made some internal changes which prompted the 701 version with a new and different curriculum. None of the competencies

changed for these courses but they did look different. These courses are in three 5-week sections. Ken completed the curriculum update to match the 701 version which will stay for the next three years. This update was for the Cybersecurity courses not the Network Security courses.

- Scott Biscobing, Faculty – IT Networking & Cybersecurity, shared at the recent WTCS IT Conference they learned that the networking program has been declining a bit. Madison mentioned that 60% are getting CIS admin jobs, 10% networking and 30% are cyber specific positions. IT Network Specialist name is stagnant. Looking to change the program name which will add one program outcome. The additional program outcome is covered throughout all the courses. This change will not require any curriculum change but the name change could add some appeal to students. CIS Admin + Networking has a lot of cross over responsibilities. He also proposed swapping out the IP Telepathy for Cloud Experience.
 - Chris Donovan, Aspirus – IP Telepathy is big for the healthcare field. He shared feedback that the program could use both the IP Telepathy and Cloud Experience.
 - Denise Burkhart, CoVantage – Added vendors are pushing them to go to the Cloud however hiring people to work in office is very difficult.
 - Mark Burger, Wausau Supply, agrees to add Cloud Experience to the program
 - Matt Hall, Greenheck also in agreement of this update to the program
 - JP Villavicencio, WTCS Director of Education – IT Academic Programs, shared the program name cannot be the same as another WTCS school. NTC can update the name for local marketing and additional outcomes can be added.
 - Advisory Committee was in favor of updating the Program Name and adding in Cloud Experience.
 - Mark Burger, Wausau Supply suggested IT Network & Systems Administrations
- Zach Thunder, Faculty – IT Developer, Zach reviewed proposed changes from the Fall 23 Advisory Meeting but after reviewing internally some changes were made. We were hoping to include a hybrid web app course that tied in with mobile programming and created a choose your own adventure type path that included six one credit courses in the third and fourth semesters. However, after discussing it further, the team was instructed that those six courses needed to be included in an “or” option style path. The biggest change from the previous proposed Software Developer degree path is that they would like to require each student to take at least one credit of Mobile Programming and at least one credit of Advanced Data ETL(Extract, Transform, Load). There were also a few logistical changes with regard to where courses line up in the later semesters. The Advanced.NET and Object-Oriented Design courses were not truly pre-requisites of each other and can be taken in any order in the third or fourth semester depending on how they are running. Mobile Programming will be split up from a three-credit course into three one credit courses. This plan will effectively require each Software Developer student to take Mobile programming A course which will transition from the current

Xamarin format to an introduction to the .NET Maui framework. The “or” options following Advanced Data ETL and Mobile Programming A will be either Mobile Programming B and C or Advanced Data Management and Advanced Data Cloud and BI. The Software Developer program is currently at 65 credits and an additional credit to allow for an exploration into AI or other advanced topics was requested instructed as a more lecture-based course with new and upcoming topics but that extra credit was not incorporated. The team will look to incorporate an introduction go GitHub Copilot and ChatGPT perhaps in one of the Advanced.NET courses of the Software Architecture course where there is space for it.

- Dominic added that because of the elimination of the Hybrid/Web App course, the team is incorporating .NET Maui into the Software Architecture and Capstone courses.
 - Zach also mentioned that their students are quickly thrown into team-based projects. In Software Architecture it is a student led multi-tier application project with a web API (Application Programming Interface) back end and MVC (Model View Controller) front end. In the Capstone course the students do not have as much freedom and the project is dictated to the students. The Capstone projects have been mostly NTC based but the team is open to any local business or organization that might have a project but there will be some required level of involvement from them.
 - Dominic would require that they organization would have 2-3 hours available to meet with the students every three weeks as product owner/stakeholder.
 - Zach asked the advisory committee members if they are incorporating ChatGPT or AI into their work currently.
 - Eric Buhrow mentioned that they are not allowed to use it currently due to security concerns around company secrets.
 - Matt Hall also mentioned that currently Greenheck is not using it as well.
- **Internship Opportunities**
 - NTC Team expressed if there are any internship opportunities **Jake Seever** seever@ntc.edu is a great contact to share with the information with students.
 - **Continuing Education/Workforce Training & Professional Development**
 - Workforce Training & Professional Development can provide customized training for your organization. If there are ways, we can help with your workforce please contact Brad Gast at gast@ntc.edu.
 - **Advisory Membership Term Length/New Members**
 - We have new guidelines coming out for our advisory committee members. If there are individuals that you know or work with who would like to participate with this committee, please invite them or share their contact information with Courtney at shilts@ntc.edu We



would like to include additional members to share their industry perspective and represent additional employers in the NTC region.

Next meeting schedule & agenda items discussion

Stay tuned for information on the Fall '24 Advisory Meeting with discussions of holding it as a hybrid option.

Dr. Jason Schenzel thanked everyone for their feedback.

**Administrative Professional
Advisory Committee Meeting Minutes**

Date: 4/9/2024

Time: 12:00 p.m. – 1:00 p.m.

Location: Zoom

Attendees

Industry Members:

- Anne Dahlke – Executive Assistant, UMR
- Janet Tharaldson – Executive Assistant; Incredible Bank
- Sarah Ruffi – Office/President; Ruffi Law Offices, S.C.
- Ying Vang – Administrative Assistant; Medical College of WI
- Rachel Tate – Administrative Coordinator; Medical College of WI

NTC Team:

- Carrie Heckendorf– Faculty, Administrative Professional
- Dianne Carroll– Faculty Success Manager; Adjunct Instructor
- Amy Denissen – Student Success Advisor
- Valerie Becker – Administrative Assistant, School of Business

Industry Discussion

Hiring and Staffing:

- **Anne Dahlke:** Hiring an admin later this summer due to an upcoming retirement.
- **Rachel Tate:** Hiring for admins has been stable but they are consistently hiring for Standardized Patients.
- **Janet Tharaldson:** They currently have three executive assistants and are stable so they are not currently hiring in the admin professional field.
- **Ying Vang:** Conducting interviews for a Learning Navigator position for students.

AI and Technology:

- **Anne Dahlke:** Right now, her company blocks the use of ChatGPT and Co-Pilot but she is doing her own research to get acquainted with this new technology for when these tools are opened up for her to use. She has been taking free webinars on AI, including sessions by Red Cape Co. and Your Nerdy Desk Friend. There is an upcoming seminar in Plymouth, MN on May 4th organized by IAAP branches that will have a session on AI, Level Up Leadership, Guiding Others to the Next Level, & 5 Languages of Appreciation, and AI & the Assistant. This seminar can also fulfill recertification points (4 points) if they are needed. Noted the abundance of free webinars during Admin Pro Month.
- **Sarah Ruffi:** Is skeptical about AI in the legal field due to concerns about privileged information and highlighted that AI-generated briefs or memos may not be owned by the law office, but rather by the property of the program creating the documents.
- **Janet Tharaldson:** Has been exploring AI's potential benefits for more efficient work and is particularly interested in using AI to improve meeting note-taking. Has also attended an IAAP class called 24 Technologies which includes useful information surrounding AI technologies, including pictures, movies, and video. They are really trying to figure out how using AI will help them work smarter.

Projects and Systems:

- **Ying Vang:** Started utilizing a new project management system called Asana and is still learning about this new system.
 - **Rachel Tate:** Not yet a fan of the new Asana project management system but hoping to embrace it as she learns more about it.

Instruction Area/Program(s)

Enrollment Updates – Amy Denissen – Student Success Advisor

- **Administrative Professional Associates Degree:** Currently, there are 18 students.
- **Office Assistant Associates Degree:** Currently, there are 20 students.
- **Medical Administrative Professional Associates Degree:** Currently there are 10 students.
 - **Carrie Heckendorf – Faculty:** This new program launched in January and we will already have students graduating in May after first going through the one-year program and only had a couple classes to take.
- **Medical Office Technical Diploma –** Currently has 22 students
- **Healthcare Receptionist Technical Diploma –** Currently has 10 students.
- **Total Students:** A solid program with a grand total of 80 students, out of which 61 are unduplicated. Only 8 students did not continue taking classes from fall 2023 to spring 2024 which means students are continuing to progress within their program.
- Students often start out enrollment in a technical diploma program first, and then decide later if they will do a second year of school and transition to an Associate's Degree.
- Some students may consider adding a few extra classes to allow them to pursue both Administrative Professional Associates Degree and the Medical Administration Professional Associates Degree.

Program Updates - Dianne Carroll – Faculty

- NTC sees AI literacy as a base level skill right along with the success skills we promote here.
- Students need to know how to use AI ethically and users still need to fact check it the information it provides.
- We are incorporating Co-Pilot into Microsoft Word, Excel, and PowerPoint classes 1, 2, & 3 this summer.
 - **Carrie Heckendorf:** We will also be incorporating AI into the curriculum of more individual classes in Fall 2024.
- Curriculum is continuously evolving so industry members can let us know any time they feel something needs to be adjusted or updated.

College Wide Updates

- **Dianne Carroll** reviewed the Spring 2024 College-wide initiatives presentation with the committee highlighting new programs, the grant received for NTC to Partner with UW-Stevens Point on a WEDC Workforce Innovation Grant for our new Commercial Training Sawmill, and the new Forensic Science Center being built at NTC in partnership with Marathon County. He also shared results of the fall 2023 HLC visit that NTC, the WTPD opportunities at NTC, and our student support services.

Next meeting schedule & agenda items discussion

The next meeting will be held on Tuesday 11/12/2024, 12:00pm-1:30pm via Zoom.

Culinary Arts Advisory Committee Meeting Minutes

Date: 04/09/2024

Time: 2:00 p.m. – 3:30 p.m.

Location: Spoons & Zoom

Attendees

Industry Members:

- Olivia Telschow – Helene’s Hilltop Orchard; Owner & Advisory Committee Chairperson
- Josh Heerts – Wausau Country Club; Executive Chef
- Ryan McGinley – Van Acre; General Manager

NTC Team:

- Lisa Peterson – Associate Dean, School of Business
- Jon Reinke – Faculty, Culinary Arts
- Travis Teska – Faculty, Culinary Arts
- Valerie Becker – Administrative Assistant, School of Business
- Yang Yee Xiong- Student Success Advisor

Industry Discussion

Menu Development and Trends

- **Olivia Telschow:** Has streamlined their menu and dissected recipes to lower food costs to counter the rising cost of utilities and labor. They have been launching more comfort food, lunches, and sandwiches in response the trend of more families dining out, which is a good sign for the economy.
- **Josh Heerts:** Has also noticed a shift towards comfort foods and sandwiches like BLTs, Cubano, Rueben, and less high-end items such as fish being requested. This menu change helps with cost of food and goods; however, chicken and eggs are still going up due to the avian flu. There has been a shift in their peak times from nights and weekends to lunches during the week being more popular, therefore, having to make adjustments in staffing. They have also been seeing more families dinning and less individuals solo dinning.

Professional Development for Staff

- **Olivia Telschow:** It has been challenging to find professional development opportunities for her staff, specifically for management and executive chefs. Perhaps this is something that NTC can assist with and potentially provide hospitality management classes for budgeting and things like QuickBooks, which allows chefs to see things like labor costs in real time.
- **Josh Heerts:** In addition to completing the Culinary Arts program at NTC, he also received his degree in Small Business Entrepreneurship. He noted the importance of Accounting 1 & 2, Excel, and Quickbooks as his role as an executive chef. However, be aware of adding too much accounting to the Culinary program because most culinary students are not ready to dive into numbers.
- **Lisa Peterson:** Suggested that we could explore offering professional development classes or additional certificate classes within the Hospitality Management curriculum.
- **Jon Reinke:** Perhaps we can offer a Hospitality for Culinary Certificate.

Integration of AI in Operations

- **Olivia Telschow:** Utilizes AI for various tasks such as menu and picture creation, ingredient analysis, and cross utilization. They also use ChatGpt to figure out how to make a recipe gluten free or reduce allergens. AI eliminates a lot of the research time for these tasks. They will soon be implementing AI to respond to customer emails and chats.
- **Josh Heerts:** Has dabbled in AI but not a lot. AI is helpful for creating policies, procedures, logs, and reports but has found that it lacks creativity in recipe generation and you still need to double check the info it gives you.
- **Ryan McGinley:** Recognizing potential benefits of AI in inventory management and annotating recipes.
- **Jon Reinke:** Personally uses AI to assist with writing documents. Students also use AI for writing and document creation, therefore, eliminating grammatic errors and APA formatting issues.

- **Travis Teska:** Does not currently see a strong need for AI in the culinary program, but sees benefits for writing assignments and menu development. Students can currently use AI for recipe creation and marketing materials in their Restaurant Sales and Promotions class.
- **Lisa Peterson:** NTC is developing an AI guideline stating that AI will be in every program by fall 2024 and in every class by fall 2025.

Instructional Area/Program

Enrollment Update

- **Yang Yee:**
 - **Culinary Arts Associates Degree:** 14 students in the current first-year cohort; 31 students accepted into the program for Fall 2024.
 - **Culinary Assistant Program:** 6 students accepted for the 1-year program.
 - Admission will be on a first-come, first-served basis.
 - Aiming for a cohort of 15 students this fall.
 - **Olivia Telschow:** Advised that it is preferable from an industry standpoint to fill program spots with 2-year students over 1-year culinary assistant students.

Program Updates

- **Jon Reinke:**
 - **Restaurant Operations Class:** Second year students create menus and serve food at Spoons. This semester, menus include breakfast items and flatbread/pizza options. The focus is on exposing students to the restaurant business. Spoons Restaurant has become quite popular; however, instructors need to prioritize student learning over customer demand for reservations especially considering the small second-year cohort. Instructors play a significant role in this class with one instructor assisting in the front of the house and another in the back of the house. They have also been taking a lot of pictures of all of the student's creations and Jon shared pictures with the committee members.
 - **Summer 2023 Bootcamp:** NTC hosted a Culinary Bootcamp last summer with remaining COVID funding. Ten students completed 3 weeks of in-class instruction and 5 weeks of an on-the-job internship, all worth 4 college credits. Several bootcamp students expressed interest in the culinary program. We would like to potentially offer this bootcamp every other year.
 - **Collaboration with Wausau Chamber:** The Wausau Chamber wants to help create a food truck culture in Wausau and would like to utilize chefs' expertise to plan and execute food truck initiatives. So far, they have provided feedback about the future need for a "home base" where multiple food truck owners can store and prep food. The Chamber is committed to providing these resources and "home base" to ensure this initiative is realized.
- **Hospitality Management Program:** The new program is progressing well and Chef Brock is still very busy writing classes for the program.
- **Travis Teska:**
 - **Pasture to Plate Program:** This program is still going well with 4 students. The cold lab completion is expected by the end of April and the slaughtering trailer by August. The first meat sale generated \$3,400 in 1 hour with 80 attendees and there has been positive feedback on all of the food.

Other items

- **Olivia Telschow:** Stated that the industry members really appreciate the Culinary Arts program and that the program has generated positive buzz in the community.

Next meeting schedule & agenda items discussion

- Next Meeting will be on Tuesday, October 22, 2024 at 2:30pm in Spoons.

Small Business Entrepreneurship Advisory Committee Meeting Minutes

Date: 4/10/2024

Time: 12:00 p.m. – 1:30 p.m.

Location: Zoom

Attendees

Industry Members:

- Greg Fisher – General Manager, Granite Peak Ski Area
- Chad Lemmens – Owner/Founder, Lemmens Creative Designs
- Tim McKeough – Owner/Founder, Q Up Success & Mentor, MCDEVCO
- Cory Tomczyk – Owner; IROW Shredding, Recycling, Consulting
- Heather Voigt – Owner, Flipside Graphics and Heather Voight Photography

NTC Team:

- Jim Ortiz – Student Success Advisor
- Lisa Peterson – Associate Dean; School of Business
- Kelly Poppe-Gale – Faculty, Small Business Entrepreneurship/Business Management
- Valerie Becker – Administrative Assistant; School of Business

Industry Discussion

Rebuilding Customer Relationships

- **Heather Voigt:** Emphasizes the importance of rebuilding relationships with customers after being mostly virtual during and after Covid. Strengthening customer connections is crucial for business success.
- **Tim McKeough:** Networking is still a big deal and we lost that during Covid. Sparking up a conversation is lost skill but necessary that we need to revisit. Perhaps SBE students should be required to go to networking activities because you cannot build a successful business without connecting to others.

AI Applications and Ethics

- **Chad Lemmens:** AI applications can be used to simplify business processes like contact management, expense tracking, and even photo/video creation and editing, but using multiple AI systems for different purposes can be costly. Backend office operations can benefit from AI, but it's essential to consider the ethical implications of replacing jobs. AI can allow business owners to do a lot of tasks themselves which they would have previously hired someone for, but there is an experience factor that AI cannot reproduce. While it's okay to use AI for writing, fact-checking is essential. It is also essential to recognize that not everyone has the same understanding of technology and that AI adoption varies widely.
- **Heather Voigt:** AI has a role in business but the user needs to personalize its implementation. It's important to make AI tools your own while being aware of their limitations.
- **Tim McKeough:** There's an increased use of AI in sales training and template creation. AI is effectively used in sales, including coaching salespeople through recorded phone calls and providing suggestions on how to word things differently moving forward.
- **Cory Tomczyk:** Has limited use of AI in the shredding industry and points out that there are varying levels of computer literacy among professionals.
- **Greg Fisher:** Has a limited but strategic use of AI in sales and communication tasks. He utilizes AI for specific tones, verbiage, and discussions with employees. He also employs AI for photo editing and templates. Having a clear idea of how to use AI tools is essential.
- **Kelly Poppe-Gale:** Entrepreneurs can significantly benefit from AI tools and she has integrated AI into small business curriculum, such as ChatGpt and Canva to enhance efficiency. She emphasizes the importance of ethics when utilizing AI in academic and professional contexts. AI should be used as an outline or idea generator rather than for entire papers.

Education and Diversification

- **Chad Lemmens -** Advocates for diversification in skill sets and customer engagement strategies. Education plays a vital role in this, even if its value isn't immediately apparent. Understanding your background allows you to recognize what you can offer others, leading to personal growth and potential entrepreneurship.
- **Tim McKeough:** His experience in leadership management consulting underscores the significance of change management. Funding challenges for new entrepreneurs have led to a rise in side hustles, with many running small businesses alongside their regular jobs. He also notes the rising DIY trend in tasks like social media management and website building, facilitated by accessible

technology. He also points out that diversification doesn't equate to mediocrity; pursuing multiple passions or ventures is acceptable. Diversification is crucial, as AI cannot replicate the experience factor.

- **Heather Voigt:** Highlights the distinction between education and experience and having the real-world application behind what you learn in school is very important. You may not enjoy all of your classes while in school but having a background in things like accounting and marketing will at least let you know what to expect if you are hiring someone for these roles.
- **Kelly Poppe-Gale:** Innovation and self-discovery are important in entrepreneurial endeavors. Innovation is crucial, and self-discovery leads to enjoyable pursuits.
- **Greg Fisher:** Despite what industry an entrepreneur goes into, there are always going to be factors out of their control like Covid and weather. It is important for entrepreneurs to be aware of what could potentially happen and have a plan to offset these variables.

SBE degree vs. Business Management Degree

- **Kelly Poppe-Gale:** Asked the committee members how they would feel hiring someone with a degree in Small Business Entrepreneurship versus a Business Management degree.
 - **Chad Lemmens:** SBE emphasizes governance, technology, innovation, strategizing, and risk-taking. Business management candidates may be less willing to take risks. Many businesses are looking for those who are more willing to strategize and take risks.
 - **Tim McKeough:** Entrepreneurial candidates thrive on challenges and innovation. Selling the degree matters. Perhaps there can be a class assignment that explores applying to big companies as an SBE candidate.

Instruction Area/Program

Enrollment Update

- **Jim Ortiz:** Currently, there are 76 students in the SBE program, and it is steadily growing. There is significant overlap between the SBE and Business Management programs. Many students lack exposure beyond the production or service industry. To address this, Jim provides a broad range of courses to help students explore their interests and preferences.

Program Updates

- **Kelly Poppe-Gale:**
 - **Introduction to Business Class:** Kelly introduced the Myers-Briggs personality test in the Intro to Business class and students explore various careers (such as accounting, supply chain, etc.) based on their personality type. The goal is to guide students toward careers that align with their individual strengths and inclinations. Students are then asked to use ChatGPT to assess whether their personality type is suitable for an entrepreneur. The responses from the AI assessments have been impressive and gives insights on what could be their strengths and weaknesses in that career choice.
 - **SBE Program Structure and Goals:** The new structure of the SBE program includes SBE classes starting in the first semester compared to the old program, which SBE classes started in semester 3. Students are currently completing their second semester of this new structure. The program aims to encourage students to work on their own business ideas from the start. Students maintain an entrepreneurial notebook, jotting down ideas from courses that apply to their business ventures. In semester 4, students will be required to launch their own business. Kelly solicits feedback in the form of a survey after each SBE class, which has been mostly positive.
 - **Student Demographics and Course Delivery:** The SBE program is 100% online. Students come from various locations, including South Texas, Louisiana, and internationally. A few students opt for the face-to-face Intro to Business class, which is part of the curriculum, but the majority prefer online learning. Kelly ensures to schedule one on one time with her students virtually during her office hours to address individual concerns and questions.

Other Items

Combining Advisory Committee Meetings

- **Lisa Peterson:** Proposed the idea of combining this SBE Advisory Committee with the Business Management/Analyst Committee starting in Fall 2024. We want to maximize the value our committees are giving and receiving. If there are any program specific details or curriculum changes for these programs, we would create a smaller breakout group with just those committee members
 - The committee is in agreement of combining with the two committees.

Next meeting schedule & agenda items discussion

- The next meeting will be held Tuesday, Tuesday, October 1st 12:00PM-1:30PM via zoom.

Advisory Committee Meeting Minutes

Graphics Communication Technologies

April 11th, 2024 | 7:30 am to 8:30 am | F107 (STEM)/Zoom



Meeting Attendees

Industry Members:

- Scott Reindl – Reindl Printing
- Mike Kessel – Wausau Coated Company
- Bryan LaVicka – Wausau Coated Company
- Vicki Tessmer – Wausau Coated Company

NTC Members:

- Iain Cameron, Dean
- Heidi Latendresse, Learning Manager
- Bill Schultz, Advisor
- Andrew Somers, Faculty
- Daniel Seanor, Faculty
- Brenda Tincher, Administrative Assistant

Welcome and Introductions

Iain Cameron, the Dean of the School of Engineering and Advanced Manufacturing at NTC introduced himself. He thanked all participants for attending the Spring 2024 Advisory Committee Meeting for Graphic Communication Technologies.

Highlights from the Previous Meetings/Updates

The previous meeting minutes were distributed in advance for the committee to review. There weren't any specific questions or changes to the previous meeting minutes.

Industry Discussions

Members were asked to share updates on their current business outlook. They relayed the following:

- Wausau Coated has been experiencing growth and is adding more staff to operate their presses. They find it challenging to find people with those skills and specifically mentioned 'true press operators' as being valuable for their operations.
- Reindl Printing was slow in the first quarter but has improved slightly. Companies seem to be cutting back on advertising due to costs. They are currently looking for administrative/estimating roles, and see future growth in the light paper sector.

Iain suggested exploring dual credit and youth apprenticeships in the high school to fill their positions. It's similar to sponsorship for younger workers which has worked well for other businesses in the past.

Program and Curriculum Update

- Iain Cameron stated the current enrollments are the following:

2nd Semester Students	8
4th Semester Students	8

- There are no proposed curriculum or program modifications.

Classification Codes

The committee received an overview of naming and coding classifications from the U.S. Department of Education and the U.S. Department of Labor regarding the programs offered. They discussed a list of standard occupational classifications (SOC) and provided feedback. NTC is reviewing this information, particularly for career occupations that overlap between programs, to determine if any changes are needed such as additions, deletions, or reclassifications. Currently, there is one code, Prepress Technicians and Workers listed for NTC. NTC is also looking at adding three more codes, Printing Press Operators, Print Binding, and Finishing Workers, and Graphic Designers.

<u>ASSOCIATE DEGREE PROGRAMS</u>		
Graphic Communication Technologies 10-204-2 (NTC & WTCS)		
Graphic Communications, General 10.0301 (US Dept of Ed CIP code)		
SOC Code (US Dept of Labor)	Occupation Name	Notes
51-5111	Prepress Technicians and Workers	
51-5112	Printing Press Operators	
51-5113	Print Binding and Finishing Workers	
27-1024	Graphic Designers	

The committee agreed with the suggested SOC additions.

NTC College-Wide Updates

- A PowerPoint showing the College-Wide Updates was shared with the committee electronically. The committee had no questions or concerns about the updates.
- NTC underwent a review by the Higher Learning Commission (HLC) in early November 2024 and received the highest possible rating, which is “Met” in all 5 Criteria, all 18 Sub-Criteria, and the entirety of the Federal Compliance Review.

Advisory Committee Meeting Minutes

Graphics Communication Technologies

April 11th, 2024 | 7:30 am to 8:30 am | F107 (STEM)/Zoom



Next Meeting Details and Suggestions

The committee will be sent meeting details at a later date.

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Therapeutic Massage Advisory Committee Meeting Minutes

Date: 04/11/2024

Time: 9:00am-10:30am

Location: NTC Classroom F111 & Zoom

Attendees

Industry Members:

- Jodi Krenz - Owner; Solstice Spa
- Katie Smogoleski – Owner and Massage Therapist; Now and Zen Massage
- Rose Notz – Owner and Massage Therapist; NirvanaRose Massage
- Megan Leitzke – Megan’s Massage Studio
- Diane Durante – Owner and Massage Therapist; Chrysalis Massage Therapy

NTC Team:

- Lisa Peterson – Associate Dean; School of Business
- Melissa Baker – Faculty, Therapeutic Massage
- Yang Yee – Student Success Advisory
- Valerie Becker – Administrative Assistant, School of Business

Tour of New Massage Classroom

- **Melissa Baker:** Melissa gave tour of the new massage clinic/classroom, F111, pointing out the variety of massage tables for students to practice on and explained that students were able to play around with décor in each of the 6 bays.
 - The POS and scheduling system are in the entrance area up front and privacy cubicles are up front where clients fill out intake forms.
 - Bays still need washable rugs as the oil makes floor very slippery.
 - All appointments booked for the semester.

Instruction Area/Program

Program Modification – Melissa Baker & Lisa Peterson

- **31-537-3 Therapeutic Massage Technical Diploma**
 - There has been a change by the Department of Education which no longer allows financial aid for hours over the programs that have state hour requirements for a license such as Therapeutic Massage and Cosmetology.
 - Our current curriculum has 900 hours of instruction and the state requirement for a license in Therapeutic Massage is only 600 hours so we need to cut 300 hours out of the program for Fall 2024 for the program to be fully covered by financial aid.
 - The proposed changes have 630 hours of instruction. Melissa keeps track of the student’s hour requirement for each area of instruction and if they miss anything, students can schedule a time to make up the missed hours during faculty office hours or on a makeup day to ensure they meet the state’s 600-hour requirement to get their license.
 - Moving the program from 24 credits to 17 credits lowers the cost of the program to \$2800.00 or \$3300.00 if students purchase the “massage kit.”
 - Remove **Musculoskeletal Anatomy** (31-537-301/2 credits), **Anatomy & Physiology** (31-537-309/2 credits), and **Pathology** (31-537-304/2 credits) – Aspects of these classes will be combined into a Science of Massage class (4 credits)
 - Remove **Intro to Therapeutic Techniques 1** (31-537-302/4 credits) – Proposing a name change to Therapeutic Massage Techniques 1 (4 credits) which will discuss basics such Swedish massage, deep tissue, hot stones, and also start taking appointments at the massage clinic in semester 1.
 - The non-hands-on portion of this class will be incorporated into a new class, Fundamentals of Massage (2 credits) which discusses theory and history of massage.

- Remove **Intro to Therapeutic Techniques 2** (31-537-303/4 credits) and **Specialized Techniques** (31-537-306/2 credits) – Combining competencies from both of these classes into one class with the proposed a name change of Therapeutic Massage Techniques 2 (4 credits). This will cover special populations, prenatal massage, infant massage, myofascial, sports massage, and other advanced techniques. Students will also be taking appointments in the massage clinics in semester 2 in this class.
- Remove **Industry Standards** (31-537-308/2 credits) – Industry standards are constantly changing so we would like to eliminat this class.
- **Kinesiology** (31-537-305/2 credits) – No changes to this class.
- Remove **Massage Clinic and Business Review** (31-537-306/2 credits)– Material from this class will be incorporated into Therapeutic Techniques 1 & 2 as well as Massage Business and Review.
- **Kinesiology** (31-537-305/2 credits) will stay the same.
- The advisory committee supports these changes.

Collaboration with Criminal Justice Program

- **Melissa Baker** – As suggested by the advisory committee in the last meeting, the Massage program collaborated with NTC’s Criminal Justice program through some ethical role playing. The instructors of the criminal justice program were brought in for massages and were given scenarios to implement with the students that were “pink-flags” so that massage students had the opportunity to recognize and address these types of scenarios appropriately. Students really appreciated this real-life experience.

Enrollment Update

- **Yang Yee Xiong** – There are currently 27 students who have applied and been accepted into the Therapeutic Massage program for fall 2024. Spots for the program will be filled on a first come first basis during open enrollment and all students will need to complete and pass a background check before classes begin.

Industry Trends & Updates

Continuing Education Classes for Massage Professionals

- **Melissa Baker** – Massage Therapists need to complete 24 hours of continuing education every 2 years with 2 credit hours being in ethics. Melissa is working with NTC’s Workforce Training and Development to potentially host some continuing education courses at NTC in summer or fall of 2024. She asked the committee members what kinds of continuing education topics they would like to see.
- **Megan Leitzke** – Would like to see CE on oncology massage specifically pertaining to lymphedema and information on bone issues in cancer patients.
- **Katie Smogoleski** – Suggested Thai massage, CPR classes, and classes to fulfill their ethics requirement. She also agreed with offering oncology massage classes as she questions how the chemotherapy her clients go through can affect that massage therapist through the skin tissue
- **Rose Notz** – Would like more experience on the difference between deep tissue versus deep pressure massages as there are ways to provide deep tissue massages without providing access pressure. She would also like to see classes on best practices for specific areas of the body like neck and shoulders.

Department of Labor Audits

- **Rose Notz** – There have been recent audits conducted at massage therapy clinics in the area by the Department of Labor due to the rise in the misclassification of independent contractors and employees. One local clinic was shut down due to their misclassification.
- **Melissa Baker** – An independent contractor is someone who runs their own business and is hired by another company to take on some of their workload or clients. The independent contractor will generally be paid directly by the customer for their work whereas an employee uses the owner’s POS system, uniform, and are paid by the owner. Often times owners will classify therapists as independent contractors when they are, in fact, employees.

Possible date for next meeting

- The next Advisory Committee Meeting will take place on **Thursday, November 7, 2024 9:00am-10:30am**

Advisory Committee Meeting Agenda

Gas Utility Construction and Service

12th April 2024 | 12:00pm to 1:30pm | Agriculture Center of Excellence; Utility Building (6625 County Road K, Wausau, WI 54401) & Zoom



Meeting Attendees

Industry Members:

- Brian Toutant-Local 601
- Vince Federman-City Gas Company
- Patrick France-France Propane
- Trevor Guysky-Michels
- Dean Julie-Local 601

NTC Members:

- Greg Cisewski-Dean
- Bobbi Lee-Learning Coordinator
- McKenna Dassow-Student Success Assistant & CSR
- Jenna Breitenfeldt-Ag Outreach & Assistant Farm Manager
- Josh Fenske-Gas Utility Faculty

• **Welcome and Introductions- Chair**

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

• **Industry Discussion**

- Industry members state they have hired some of our students and they are all doing well. The students have started as locators or with contractors for a few years and then are hired by the bigger companies like WPS and WE Energies.
- Certified Employee Training Program (CETP) is getting refined and redone, is now more specific to the role the employee is in depending on the job.
- We had a very mild winter and gas supplies are easier to get than in the past.
- Most companies have aging crews, so openings will be coming. These companies are losing a lot of knowledge with promotions or transfers and retirements. It is exciting to see the new potential employees being well trained.
- There is a lot of work out there all across the state. Currently waiting for some big projects to start.

• **Program and Curriculum Discussion**

- Pulled 1 credit out of one of the Field Training classes to dedicate to directional drilling, looking to make a certificate. Directional Drilling is the popular way to do utilities now, along with fiber

Advisory Committee Meeting Agenda

Gas Utility Construction and Service



12th April 2024 | 12:00pm to 1:30pm | Agriculture Center of Excellence; Utility Building (6625 County Road K, Wausau, WI 54401) & Zoom

and other items. Employers stated it is key students know what they are doing in this area, there is great value in knowing how to operate a directional drill.

- Big issue in the industry is CDL. This is required in the Gas Utility program at NTC. WPS is using Karl's Transport in Antigo if they have employees without a CDL. At NTC the Class B is 5 weeks, Class A is 8 weeks. Taught with no restrictions and manual, with automatic available for those that are unable to master the manual shifting.
 - Basic Electricity Course-Took IET1 & 2 out of the curriculum, made our own Electricity course tailored to Gas Utility to match industry needs for electrical training. AC/DC, from substation to the outlet on how electricity works. How appliances work, static electricity, cathodic protection, transformers, relays. Practical learning instead of theoretical. Class will run for the first time this fall.
 - Operational Qualification (OQ) Testing Platform-40 of them. Good for students to get in the mindset of taking those tests. They have been using Association of Municipal Electricity Utilities (AMEU)-updates supposed to coming out later this year. Thinking of moving to Energy Worldnet (EWN), this is what WPS is using. They have a QR code that can be scanned and the person's qualifications will come up. EWN is the industry standard and the committee recommends changing to EWN.
 - Josh has been to 10 or 11 high schools this year and there are 10 students enrolled so far for this fall.
 - Build My Future is an event that highlights all hands-on trades. The Gas Utility program sets up equipment-mini backhoes, trucks, etc. Approximately 800 students come that that event, if anyone would like a booth or spot for equipment, please let us know and we can connect you with the correct people.
 - Committee recommended recruiting agriculture people to the program as they are resourceful, independent and dedicated. WPS farm show and other ag events are a good place to do outreach.
 - All students from this year had a job by the time they graduated. Locators, inspectors, Inter-Con, Corvac, WPS, Excel Energy. The committee thinks it would be a good idea to bring in past students with someone from industry to speak to students. Word of mouth usually works-prospective students see the employee's lifestyle, how well they are doing. Build My Future, industry career day specifically for utilities would also be a good place for this. Spring is when the industry is picking up and contractors are always hiring in the spring.
- **NTC Updates- Dean**
 - The College-Wide Initiatives Power Point was shared with the committee before the meeting. There were no further questions.

Advisory Committee Meeting Agenda

Gas Utility Construction and Service



12th April 2024 | 12:00pm to 1:30pm | Agriculture Center of Excellence; Utility Building (6625 County Road K, Wausau, WI 54401) & Zoom

- o Continuing Education/ Workforce Training & Professional Development-there are many upcoming trainings and classes, if you need something specific, please contact us and we can build something for you and your company.

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Advisory Committee Meeting Minutes

Electrical Power Distribution



15th April 2024 | 12:00 pm to 1:30 pm | Agriculture Center of Excellence; Utility Building (6625 County Road K, Wausau, WI 54401) & Zoom

Meeting Attendees

Industry Members:

- Kevin Kurtzweil, Central WI Electric Co-op
- Nick Webber, IBEW Local 953
- Paul Nohr, Wisconsin Public Service
- Don Bohlin, Wisconsin Public Service

NTC Members:

- Greg Cisewski, Dean
- Bobbi Lee, Learning Coordinator
- Marc Cegielski, Faculty
- McKenna Dassow, Student Success Asst. & CSR

Welcome and Introductions- Chair

Don Bohlin welcomed everyone to the meeting. There were no corrections or questions for the last meeting minutes.

Industry Discussion

WPS is in the process of finishing the annual hiring process. They had 15 positions available, and 11 of those position have been filled internally. Paul and Don stated that they have been extremely impressed with the candidates that have already come through. The remaining 4 positions will be filled externally. They received 184 applications and filed it down to 16. The openings are in Wausau, Wabeno, and Minocqua.

There has been a large increase in solar power due to the reduction of the coal inventory. Electrical vehicles are on the rise, causing more fast chargers to appear along the interstate and a decrease of chargers in residential areas.

WE Energies is just starting the hiring process and has 25 positions available. IBEW Local 953 has their books cleared due to the mild winter and contractors wanting to work earlier.

Program and Curriculum Discussion

Marc has 13 students within the program. April 25th is their last day of class and all 13 students are eligible for graduation. The next cohort currently has 12 students enrolled, but a long waiting list will fill the 2 empty spots. Classes start in July due to the high school graduation time frame. The first class students complete is truck driving which allows all students to graduate the program with a Class A unrestricted CDL. Drug testing is completed prior to the start of class which allows them to also climb without safety concerns. Students are then eligible for random drug tests. Kevin asked if there was a protocol in place for a positive drug/alcohol test. Students are unable to use equipment and the risk management team would be contacted regarding the next steps.

Industry 4.0 is currently in process. NTC is in the planning stages of Transportation 4.0 and Agriculture 4.0. Due to the rise in electrical vehicles, NTC is looking at purchasing an electrical tractor and wants ideas to offset the electrical usage. The top option is solar panels. Don has asked to be kept informed regarding the plans as they would like to assist in the project.

On May 16th, Greg will be attending the Municipal Electric Utilities of Wisconsin (MEUW) annual conference in Marshfield and has been asked to speak at the event.

Student Club- Club Advisor

Advisory Committee Meeting Minutes

Electrical Power Distribution



15th April 2024 | 12:00 pm to 1:30 pm | Agriculture Center of Excellence; Utility Building (6625 County Road K, Wausau, WI 54401) & Zoom

Marc shared that Ryan Jolma's one year old son has recently passed. In his honor, the Pole Climber's Student Club has created a memorial scholarship and donated \$500. The scholarship will be awarded to a student in the Electrical Power Distribution program next spring. Ryan will continue funding the scholarship annually.

3 students will be attending the Navajo Project trip. Each interested student was required to write an essay regarding why they should be chosen to go. The essays were unanimous and ranked by a panel of judges. The crew will be leaving on May 26th.

NTC Updates- Dean

The College-Wide Initiatives PowerPoint was shared with the committee before the meeting. There were no further questions. The Science & Engineering Festival (Mind Trekkers) will be hosted at NTC on April 12th, 2025. Industry members will look into the WEWAC Trailer to determine if it would be available for the event. NTC will be hosting the June Dairy Breakfast in 2026.

Other Business

- Midwest Line College
 - The program is 13 weeks long, with a total of 480 hours of instruction. Going through the program allows for a direct entrance into an apprenticeship. The total course costs \$17,800 which includes all the tools necessary, a commercial driver's license, and all course material.
- Build My Future will take place on September 25th, 2024 at Kolbe & Kolbe

Contact Details –

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Hospitality Management & Sports and Recreation Program Advisory Committee Agenda

Date: 04/17/2024

Time: 4:00pm-5:30pm

Location: Zoom

Attendees

Industry Members:

- Chris Handrahan – Recreational Coordinator; Greenheck Turner Community Center
- Clyde Nelson – Executive Director; Merrill DVB
- Greg Fisher - Granite Peak Ski Area
- Jodi Maguire – Wausau/Central Wisconsin CVB
- Mark Dorow – Recreation Superintendent; Wausau & Marathon County Parks, Rec, and Forestry
- Mark MacDonald – Owner; Wausau Woodchucks
- Nick Patel – Owner; Super 8, Laquinta Inn, and Country Inn & Suites
- Trevor Lloyd – Wausau Country Club

NTC Team:

- Amy Denissen – Student Success Advisor
- Brock Decker – Faculty, Culinary Arts & Hospitality Management
- Lisa Peterson – Associate Dean, Business, School of Business
- Matt Chitwood – Faculty, Sports and Recreation
- Valerie Becker – Administrative Assistant, School of Business

Industry Trends & Updates

Summer Preparations and Events

- **Trevor Lloyd:** Golf season is fast approaching, leagues will be starting soon, and they are planning a summer camp for kids in June. Their current focus on growing the game of golf and member satisfaction.
- **Chris Handrahan:** They are currently developing new recreation programs to align with their new facility and are hiring for a recreational coordinator position and an Adventure Camp Director. The core skills needed for these positions are organization and the ability to work with people.
- **Mark Dorow:** They are planning for summer and hiring for summer staff for the park's department, are preparing for the opening of the 3 local pools, and are planning for their recreational programs this summer. In April, they released the Summer Recreational Guide and will be hosting the annual Children's Fest on May 11th.
- **Greg Fisher:** They are experiencing a downswing in winter operations and it was a successful winter season despite weather challenges. They have 27 weddings booked for this summer and will be hosting the Wausau West prom.
- **Mark MacDonald:** Starting to prepare for the baseball season with opening day on Memorial Day. They host a lot of group outings ranging from 4-2000 people. Still hiring summer employees and interns, and are particularly seeking creative minds due to increased video production and graphic design needs with their broadcasts on ESPN. They are also considering hosting college softball games next summer.

Advertising and Tourism

- **Jodi Maguire:** To attract more tourists, Visit Wausau has been experimenting with different advertising approaches such as promoting Wausau as Wisconsin's "basecamp" and focusing on outdoor activities within a 90-mile radius of Wausau. Their website now encourages direct hotel bookings. This has increased website traffic and positive reviews.
- **Clyde Nelson:** They have collaborated with the Lincoln County to install a new kayak lift and are working with the city of Merrill's Parks and Recreation Department to map city bike route. He has been attending several trade shows to help promote tourism to the area.

AI Applications in Hospitality

- **Nick Patel:** Currently utilizing AI for the mobile check-in processes which can also send automated updates on prices for early check ins or late check outs and other services, such as spa appointment availability.
- **Mark MacDonald:** They are interested in additional ways to use AI as they currently use it to write the game stories before sending it to local media.
- **Greg Fisher:** Has used AI for grammar checks and writing. It is also helpful when needing to communicate with employees in a specific tone. Has also used it for graphic design and touching up photos.
- **Brock Decker:** Has found it helpful to use AI to prevent “etiquette fatigue” and to prevent customer service burnout among employees by using AI to answer repetitive questions often received in the hospitality industry.
- **Matt Chitwood:** Has used AI for writing course descriptions and social medial posts. The prompts given to AI are critical

Instruction Area/Program

Hospitality Management Program & Enrollment Updates:

- **Brock Decker:** Students are in the second semester for this new program and currently in their first of three required internships. The first semester was a focus on social skills and an overview to get them acclimated to the industry. Semesters 2, 3, & 4 have internships that get sequentially more involved with management. The third semester will have an intermediate internship with a leadership component.
- **Lisa Peterson:** With 3 internships, the goal is for students to eventually take a more in-depth role in their organization. Each internship is 216 hours where the students find the internship opportunity, the organization they are interning at provides the supervision, and Brock communicates with the supervisor to find areas to help that student.
 - **Nick Patel:** Stated that they use a series of training videos for their employees such as how to cleaning a room, recognizing human trafficking, etc. that he would be willing to share with Brock.
- **Amy Denissen:** Currently 8 students in this program; only 3 are full-time and in the 2nd semester classes. Two new students have been accepted into the program for fall 2024 and we have until the end of August for additional students to apply and enroll in classes.
 - **Lisa Peterson:** We want to really start advertising this program through trade magazines and geo tracking.
 - **Brock Decker:** We would love to work with industry members to advertise by potentially making videos of those working in the industry relaying the message that “we need you”. We are also open for other suggestions on how to reach more students.

Sports and Recreation Program & Enrollment Updates

- **Matt Chitwood:** Has been working on a transfer agreement with UW-La Crosse and recently met with some of their Sports & Rec professors and transfer specialist; they are very interested in a transfer agreement so NTC grads from this Associate Degree program can transfer to their 4-year Bachelor’s Degree program. We are currently waiting for UW-La Crosse to determine which of the classes at NTC will transfer and which will not. We will likely need to modify some of our courses so the credits will be accepted at La Crosse. We will discuss and need approval for the following curriculum modifications during our Fall 2024 Advisory Committee Meeting:
 - **Inclusive Recreation:** This course will not transfer because it is a 2-credit course at NTC and a 3-credit course at La Crosse. We will need to modify this course to be closer their version called Leisure in Diverse Society which focuses on our increasingly diversified society.
 - **Recreation Administration:** Will potentially be modified to omit budgeting, risk management, legal issues, program evaluation and facility scheduling. These components are examined in detail in other S/R core courses. Enhancements added to Rec Administration course would consist of other aspects of organizational management, human resources, public relations as well implementing components of leadership such interpersonal and organizational communication, group dynamics, conflict resolution, etc.
 - **Sports & Recreation Career Prep and Capstone:** This course requires students to keep a portfolio of 36 assignments they completed throughout the program. Unfortunately, many students do not hang on to their previous assignments and the portfolio does not provide an accurate reflection of that student’s work. Additionally, printing portfolios can be costly and students may not have the technology to create a portfolio



electronically. Will potentially modify this course to include job shadowing, volunteering, service learning, externships, etc. to give them real-life situations.

- **Chris Handrahan:** Does not currently ask for a portfolio during their interview process and finds that real world experience is more beneficial. He will often ask candidates how they would respond to certain situations.
- **Mark Darow:** Agrees that real world experience would be better than a portfolio from a hiring stand point.
- **Amy Denissen:** We currently have 17 students in this program with several graduation this spring. Three more have registered and have been accepted for fall 2025.

Possible date for next meeting

- Next Meeting will be held on Wednesday, October 9, 2024 4:00PM-5:30PM

2024 Spring Dental Advisory Committee

Meeting Minutes

Date: April 19, 2024

Time: 12:30 pm-2:00 pm

Location: 4011 & Zoom

Zoom Meeting Link: <https://ntc.zoom.us/j/89494764538>

Attendees

Industry Members:

- Judy Bennett, RDH- Dental Hygienist, Hom Family Dentistry
- Dr. Christy Gajewski, DDS- Midwest Dental, Weston South
- Whitney Grzesiak, RDH- Dental Hygienist, Glaser Dental
- Paula Hamman- Dental Center Manager, Family Health Center, Medford Dental Center
- Dr. Jeremy Hoffman, DDS- Dental Visions
- Dr Cricket Koehn, DDS- Northwoods Family Dental
- Kelly Schroeder- Health Science Specialist, CareQuest Institute for Oral and Systemic Health ZOOM
- Tena Springer, ZOOM
- Mike Stroik, RDH- Dental Hygienist, Bridge Community Health Clinic
- Leah Widmark, RDH- Dental Hygienist, Krasowski Dental ZOOM
- Jen Winter, RDH- Human Resources, Wausau Smiles

NTC Team:

- Brenda Alberts- Dental Faculty
- Leah Attoms- Administrative Assistant, Health Sciences & Community Services
- Deb Koziel- Program Director & Dental Faculty
- Aleena Lepak, RDH- Dental Faculty
- Maria Pernsteiner- Learning Coordinator, Health Sciences & Community Services
- Dr. Angela Roesler- Dean, Health Sciences and Community Services
- Jen Sawvell- Manager, Dental Clinic and Health Central Supply
- Sandie Shorey – Administrative Assistant, Health Sciences & Academic Excellence
- Jana Swenson, RDH- Dental Faculty
- Rich Wilkosz- Science Faculty ZOOM

Welcome Introductions

Meeting called to order by Dental Program Director, Deb Koziel, at 12:31pm. Deb welcomed everyone to the meeting and thanked them for attending. Everyone in attendance introduced themselves.

Update and Highlights from Last Meeting

Deb Koziel, Dental Program Director, called for any changes to the minutes from the fall meeting (10.06.23) There were no changes made to the minutes from the fall meeting. Motion was made by Aleena Lepak to accept the minutes from the 10.06.23 meeting; Brenda Albert seconded the motion. Motion was unanimous; motion carried.

Dr. Angela Roesler, Dean of Health Sciences and Community Services discussed several exciting new program opportunities the college is currently working on. Two of those programs are Dental Therapy and EFDA.

College-Wide Initiatives

Power Point of College-Wide Initiatives was reviewed by Dean Angela Roesler, including discussion of new programs (Medical Administrative Professional AD and Sterile Processing Technician Certificate) and the newly developed Respiratory Therapy program. Additional Items discussed include: NTC Accreditation (HLC Accreditation Update-NTC received full re-accreditation), Dental Program Highlights, an update on the Sawmill Wood Technology Center for Excellence expansion (partnership with UWSP), an update on the Forensic Science Center (ground breaking May 2024 with a construction process of up to 1 year), and a brief review of CIP/SOC codes. She also reviewed Student Support resources available, including Health Services via Telehealth.



Student Support
These resources are available to our students

- Unlimited access to free mental health services through **The Virtual Care Group** (thevirtualcaregroup.com/ntc or 866.533.1827)
- The **Advising Specialist** can help connect the student with other emergency financial, computer and community resources
- **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

- *Local Anesthesia (LA) Refresher* (Brenda Alberts presented this)
 - On-site of specific office requesting the refresher
 - 4-hour refresher course; 6-12 participants
 - 1-hour Lecture material; 3-hours Hands on Experience
 - Target Audience- Registered Dental Hygienists
 - Purpose: Having a hygienist administer the local anesthetic saves time for the dentist, who then can spend more time on restorative and more productive procedures.
- *Fluoride Varnish Training* (Jana Swenson presented this)
 - On-site of specific office requesting the refresher
 - 1-hour Introduction (printed/PPT) & Hands-on Experience
 - Target Audience- Physicians & Medical Staff
 - Purpose: This brief overview includes rationale, contraindication, application process, and post-op instructions. An application demonstration will be provided along with observation and feedback for staffing application. The only additional materials needed would be a box of fluoride varnish. Jen Sawvell provided the brand name information. Arrangements are being finalized.
 - Let the Clinic know if you would like to bring a course or refresher to your site. The cost varies- it is dependent on factors such as attendance, the professional presenting, supplies, and location.

The Workforce team has also been focusing on offering Life Enrichment & Community Courses focusing on the following areas: art, dance, music and nature. Topics coming soon include: CPR/First Aid Certification, Creative Problem Solving: The Design Thinking Model, and Dance/Art/Beekeeping.

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.

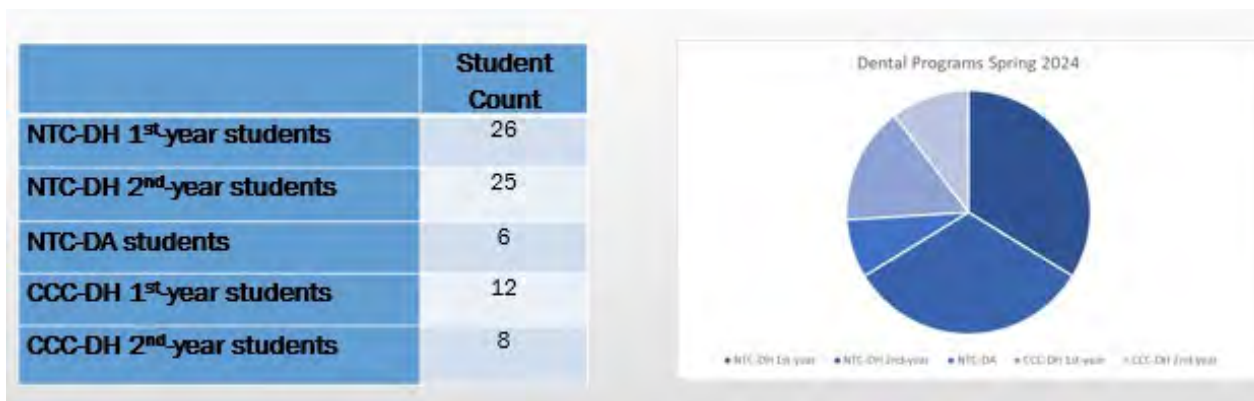
Industry Trends

- Staffing Needs
 - The group conferred that there is a shortage of and need for: Dentists, Hygienists and Assistants, as well as Business Staff.
 - DDS shared that when the practice is short on hygienists, the dentist needs to perform hygiene functions, therefore not allowing them (DDS) to focus as much on the needs of their role.
 - Students coming out now seem more interested in serving the underserved, which is nice to see.
- Technology- no new trends identified
- Continuing Education Opportunities
 - It was asked why assistants were not invited to the Career Fair, but it was clarified that all students (first-year dental hygiene, second-year dental hygiene, and dental assisting) were invited. The dental hygiene students had clinic that day and were all on campus. Dental assisting students were invited by faculty and they made the choice not to participate on a case-by-case basis. This is not a mandated event.
- Other- none

Program Updates

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

- Enrollment Report



**These numbers are based on a fall start of 28 students in Wausau and 12 in Colby, KS.*

****Students are in the process of taking their national board exam. Two results have come in thus far and both students passed at 100%. This is quite exciting!**

- CRDTS Exam -Hosted at NTC on May 3-4, 2024
 - On-site every other year; at NTC this year; this is a simulated exam, which has been a great change since not all the time did the patient brought actually qualify.
 - Currently we host every other year. During the off-year, our students travel to CVTC.
 - An informational email was sent to CRDTS outlining the possibility of hosting every semester beginning in December of 2026 (then every Dec and May moving forward).
 - Good for preparing them for what is ahead!
- Community Partnership Campus – Free Clinics
 - Friday, April 12, 2024 (Extractions & Prophys) - THIS WAS POSTPONED BY CPC.
 - New Target Date April 2025- we are already planning this event
 - Friday, October 25, 2024 (Sealant Clinic)
 - On site-NTC Dental Clinic
 - All students, first and second-year dental hygiene and the dental assistant students will provide the services under the supervision of NTC faculty.
 - PLAN: to provide a free clinic one time per semester.

- Fall/Spring Start

Fall 2025 Fall-Spring DHS= August & January DAPM= August & January Bridging= August & January

HOUR	MONDAY			TUESDAY				WEDNESDAY			THURSDAY		FRIDAY
1 8:00 - 8:50	Rad Lab/DH	Perio	DHP III	DHPI	Nutrition	DHP III	DHP IV	Oral Anat.	DHP III	DHP IV	DHPI	DHP II	
2 9:00 - 9:50			CDH										Dental Materials
3 10:00 - 10:50				Rad	Ethics								
4 11:00 - 11:50		Cario			DHP II								
5 12:00 - 12:50			Pharm					Oral Anat. Enhancement			DHPI		
6 1:00 - 1:50					DHP II		Trans		DHP III	DHP IV		DHP II	Dental Materials
7 2:00 - 2:50		Path											
8 3:00 - 3:50													
9 4:00 - 4:50													
5:00-6:00													

Dental Health Safety=First Semester
 Yellow = Second Semester
 Green = Third Semester
 Blue=Fourth Semester
 Purple=Fifth Semester

To address the current situation (lack of dental health care providers), we are going to a fall/spring start for the dental hygiene program. We will enroll 16 students each semester. By making this modification, we will increase enrollment from 28 to 32. It will also provide an increase in new hygienists twice a year (not just in May). Our Dental Assistant program has been a fall/spring start with an enrollment of 12. There are no plans to modify this. 1-yr technical diploma; laid out into a continuous flow. This allows for students to immediately retake a course, rather than waiting a full year.

- Core Industry Grant

- 2-year grant (we are currently about one-year in)
- Purpose: to help increase success of our students through technology, education experiences, and faculty training.
- Seminars National Board Review -Student results are being tracked in comparison to what method of board review they participated in.
- Purchased
 - Ascend Academic software
 - Lexicomp Subscription
 - Virtual Reality for oral anatomy, local anesthesia, radiography
 - National Dental Hygiene Board Exam (NDHBE) prep
 - Updated Kilgore models for radiography
 - Cone-Beam radiography machine
 - Reference Materials
 - Intraoral Camera

- Implementation: Benefits
- Program Recruitment/Events
 - Career Fair- April 16, 2024 from 11:30am-1:30pm
 - for 1st and 2nd year hygiene students.
 - 43 students out of 51 students attended.
 - Vendors/Partners included a variety of both in and out of district dental organizations as well as private and public health clinics.
 - NTC Open House- April 24, 2024 from 3:30-5:30pm
 - Community event open to the public
 - Dental team will have a table
 - Tours of the Dental Clinic will be available
- Dental Hygiene Club
 - Advisors- new leadership effective beginning January 2024
 - Aleena Lepak
 - Jennifer Sawvell
 - New student leadership; Executive Committee for 2024-25 effective beginning May 2024
 - Fundraisers
 - Butter Braids
 - T-shirt sales
 - Activities
 - Year End event: Star of the North in MN- April 26th, 2024

Program Modifications

Curriculum Review: Dental Hygienist & Dental Assistant Programs

- Statewide Curriculum- only slight modifications; approved & implemented for Fall 2024
 - NTC is teaching above this statewide mandated level
- Statewide Review - every 5 years
- Review completed -April 2024
 - Next Review: 2029
- Shared Program with Nicolet
 - We will have a certain number of seats for Nicolet students. Nicolet will list “Dental Hygiene” in their catalog. Nicolet students will take 12 gen-ed credits and ALL program credits through NTC. They will take 15 gen-ed credits through Nicolet.

EFDA

The five program outcomes are:

1. Maintain infection and hazard control
2. Maintain clear field of vision including isolation techniques
3. Perform preventative procedures
4. Perform restorative procedures
5. Perform prosthodontic procedures

Wisconsin expanded function dental auxiliary (EFDA) certification permits the holder to perform the following activities as delegated and supervised by a dentist: (a) Placement and finishing of restoration material after the dentist prepares a tooth for restoration; (b) Application of sealants; (c) Coronal polishing; (d) Impressions; (e) Temporizations; (f) Packing cord; (g) Removal of cement from crowns; (h) Adjustment of dentures and other removable oral appliances; (i) Removal of sutures and dressings; and, (k) Application of topical fluoride, fluoride varnish, or similar dental topical agent.

To be eligible to take program an individual would either have:

- 1000 hours in outside dental office with CDA (approx. 6month) **Or**
- 2000 hours without CDA (approx. 1 yr.)

This will be an 11-credit program resulting in an advanced technical diploma and will include the courses:

- *Dental Health Safety-1 credit (if they are a current DA without this, they would need to take this course.)*
- *Dental & General Anatomy – 2 credits (4 credit Oral Anatomy, Embryology and Histology may fulfill this requirement)*
- *EFDA Dental Procedures - 3 credits*
- *EFDA Preventative Procedures – 1 credit*
- *EFDA Prosthodontic Procedures – 2 credits*
- *EFDA Clinical – 2 credits*

**Accredited hygiene program will count but need CDA to teach it; a clinical piece would be a part of this. So, the dentist typically sponsors the DA to get this additional certification.*

Statewide Curriculum

2022-2023 (scaling not required; it was removed from the EFDA bill)

Train-the-Trainer

2024- spring semester two faculty from each college participated in Train-the-Trainer. They will now be able to teach in the EFDA program. Certification is required to teach in the EFDA program.

Implementation

Fall 2025

Dental Therapy- 3 year program- Accreditation is in process through CODA

Approved 2024/ Development 2024-25/Implementation 2025-26

- **Prerequisites:**
 - Student submits application
 - Dental Hygienist; a graduate of an accredited Dental Hygiene program through the Commission on Dental Accreditation (CODA)
 - Licensed Dental Hygienist by the Wisconsin State Board of Dental Examiners
 - Hold certification in Local Anesthesia and Nitrous Oxide administration as granted by the State of Wisconsin DSPS
 - At least two (2) years of full-time or equivalent (4,000 hours) of current clinical experience in Dental Hygiene
 - Hold valid CPR/AED certification
- If the candidate has met all pre-req's, they are invited to participate in an interview process for Dental Therapy Admissions

**state funds are not yet released.*

***interview process of degree candidates is required by CODA*

Facilities/Equipment

- Capital Equipment
 - Approved for 4 dental operator chairs
 - Continuing with DCI Edge since that is what we already have in the Clinic
- Recent Purchases
 - Core industry grant funded equipment purchased
 - 2 DigitalDoc Iris X80 intraoral cameras
 - 1 Schick33 digital x-ray sensor -size 2; implementing soon!
 - 8 Kilgore International anesthesia models; used these in Jan already
 - 1 Planmeca Promax 3D cone beam radiography unit; installed and ready to go

- Core industry grant funded reference materials
 - 12 sets of dentition models (5 primary and 7 permanent) from Kilgore International
- Update on Equipment & Training
 - Training-ongoing as equipment is implemented
 - Equipment
 - Cone Beam
 - Intraoral Camera
 - Digital x-ray Sensor
 - Anesthesia Models-has nerve like simulation so students know when they are in the right area
 - Facilities
 - Addition/remodel to Clinic
 - Classroom/lab facility to accommodate the dual simulators needed for Dental Therapy and EFDA
 - Simulators accommodates 12 students ; Classroom/lab accommodates 20 students
 - Renovations (Ready to break ground; just waiting for funds to be released from Joint Finance)
 - Designated front entry from parking lot
 - 2 more Classrooms/lab near front entry
 - Expanded reception area to accommodate more patients and a student reception area
 - Increase the number of operatories by 12
 - Expand the work station in the dental materials lab
 - Reconfigure and increase all locker rooms
 - Create office space incorporated into the clinic area
 - Laid out in Zones to accommodate all 4 programs



Other Discussion

- The topic of Dental Therapy maybe not helping with what is already a shortage of RDH came up
 - The DDS must have the trust in this person since they are allowed to do tasks like a “simple extraction”, which you often cannot tell how complex it is until you are in the extraction.
 - Deb brought up safety and ethics that are taught in the program
 - The DT program has a comprehensive curriculum which will prepare the student to provide quality care utilizing safe practice standards.
 - The students, like all of our program students, will have critical and ethical decision making and embedded into the curriculum
 - An example was given of people walking through the door with more than preventative services needed.
 - There isn’t just a need for more dental hygienists. All oral health care providers are in demand, including dentists. The DT will be able to alleviate some of the shortage for the target population that currently has no dental care; the public health individuals and those in outlying locations
 - Angela brought up the correlation with what they see in Nursing with NPs
- Shared Dental Hygiene program with Nicolet; estimated start date of Fall 2025
 - They do not have capacity to start their own program
 - Certain number of Nicolet students would have “reserved seats”
 - Review of operational guidelines; by statute we are supposed to give priority to our district
 - WTCS looking to work together to address needs, not just as 16 separates
 - Elder Abuse Prevention- free; collaboration with the Dept of Justice; flyer will be emailed
 - Kelly Schroeder sent via chat: WI-DHA offered to advertise this on their website

Next Meeting Schedule & Agenda Items Discussion

The proposed date for the 2024 fall meeting was Friday, October 4, 2024 from 12:30pm-2:00pm. All agreed. The group will be notified via email of this date once fall approaches. Meeting adjourned at 1:41pm.

Advisory Committee Meeting Agenda

Agricultural Sciences



22nd April 2024 | 12:00pm to 1:30pm | Agriculture Center of Excellence;
Student Engagement Center (6625 County Road K, Wausau, WI 54401) &
Zoom

Meeting Attendees

Industry Members:

- Jeni Rudolph, Merrill Equipment
- Julie Bohr, Nicolet National Bank
- Josh Schmidt, Ag Country
- Ed Sabey, ProVision Partners/ Allied Coop
- Megan Krull, Riesterer & Schnell
- Melissa Heise, Swiderski Equipment
- Candace Watters, Service Motor Company
- Ashley Madson, Bayer Crop Science

NTC Members:

- Greg Cisewski, Dean
- Bobbi Lee, Learning Coordinator
- Jenna Breitenfeldt, Ag Outreach & Asst. Farm Manager
- McKenna Dassow, Student Success Asst. & CSR
- Bill Schultz, Advisor
- Alex Crockford, Faculty
- Dr. Elizabeth Hillebrand, College Veterinarian
- Trevor Frank, Faculty
- Charl Van Der Next, Director of Farm Operations & Faculty

• **Welcome and Introductions- Chair**

Skip chair elections due to respect for Chad Glaze. Will do elections in Fall. Greg welcomed everyone and led introductions.

• **Industry Discussion**

Jeni- what is offered in ag business class- animals classes, sales, marketing, ag accounting, farm business management, powerpoint and excel.

Classes allow for test out

PPA- hired student part time, enjoys her time at school. Set up for events.

PPA- June Dairy Breakfast- June 23rd- sponsorships letters sent out

- Ag adventure tent- at fair
- Gold outing- sept 5th
- Possibly holding Alice & Dairyland

Advisory Committee Meeting Agenda

Agricultural Sciences



22nd April 2024 | 12:00pm to 1:30pm | Agriculture Center of Excellence;
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Zoom

Ed Sabey- did hire students, but didn't talk to them. Putting them in equipment and running tanker and involved in drones.

Candance- speaking to schools and getting into youth apprenticeship. Would like to increase students from NTC and would like to increase partnership.

Ed- Sat on midstate meeting- NTC on the map. Name is brought up- not a competition, what are they doing at other tech schools. NTC is making an impact and is "Flagship" for tech colleges.

Melissa- Building on apprenticeship and internships. Internships- a little more specific. Marketing, agronomy, precision, so industry knows what they should be teaching the students. Helpful for both the industry and student. Apprenticeship is becoming huge. Younger students are wanting to start working full- time. Shift in public as a whole, used to want 4 year degree, now students want 2 year to allow for them to go into work. Utilize the Diesel apprenticeship and add on from there. If there is an interest in an apprenticeship. Industry is involved and need to know what wants to be taught, and then move to teaching facility. Need to know that this is what industry want and not what the education wants to teach.

Technology is taking off in the crop, will need technicians. If fulfilling industry need, can create a certificate.

Agronomy certificate starts in Sept, learns the technology. "Crash course"- can be completed in one year. Stacking classes so students are able to work at the same time.

Can build Ag marketing certificate. Talk to Bill regarding courses if interested

Rotational- fit into ag business course, working with marketing, sales, technician, to give good site of business at Service Motor.

Ashley- agronomy- need for UAV and drone training. Using for spraying, stand counts, etc. Can see the trend growing.

- **Program and Curriculum Discussion- Faculty**

- Crop Science changed to Agronomy Program- \$290,000 grant to change program to upgrade technology. ½ capital and ½ experience. Capital- large ag drone for classes, Trevor and alex will

Advisory Committee Meeting Agenda

Agricultural Sciences



22nd April 2024 | 12:00pm to 1:30pm | Agriculture Center of Excellence;
Student Engagement Center (6625 County Road K, Wausau, WI 54401) &
Zoom

be licensed. 5 drones for students to learn on. Covering what is required for drone licensing, with flight hours logged, can get drone license afterwards, trailer for drone

- Pay for iso kits, attach to tractor
- Enclosed UTV, have multiple models
- Pedal tractor with auto steer
- 2 year subscription for ag meter?
 - Current software is outdated
 - Was able to create guidance license to put on tractor.
- Writing prescriptions
 - Can be exported to planter
- 2 courses
 - Open education
 - Can be used by anyone at any college
 - Agronomy data
 - GIS
 - Student and faculty traveling to Texas and Kansas and east peroria
- Hired local drone operator- planted cover crop
 - Put on 70 lbs cereal rye grass
- Involved updating classes and new classes
 - Precision drone applications
 - Precision applications
 - Commercial vegetable class
- Crop Science Grant

Jeni- how many farms use drones

- Student that graduated last spring
 - Using drones in reources
 - Developing pilot study with UW
 - Pea study
 - Can determine when peas are ready to harvest due to reflectance of light.
- More usage for commercial vegetable rather than resident farms
- Brought drone to farm tech days
 - More people are looking as drones being the viable opportunity
 - 5 drones package \$55,000

Student drove drone with AI regarding weed detection

Grant starts in July.

Drone & pedal tractors in trailer for events

Advisory Committee Meeting Agenda

Agricultural Sciences



22nd April 2024 | 12:00pm to 1:30pm | Agriculture Center of Excellence;
Student Engagement Center (6625 County Road K, Wausau, WI 54401) &
Zoom

- **Student Club- Club Advisors**

In February, Charl brought 9 students to compete in the Wisconsin Dairy Challenge. This event is a collaboration between universities and technical colleges to compete. The students go to a dairy farm, and learn the financial parts of the operating farm. They must then determine what the owner should change and how they could make a better profit. They compete in teams, but the teams are selected by the competition. All students must learn to work with

- **February- 9 students to dairy challenge**
 - **Collab with universities and tech colleges and compete**
 - **Go to dairy farm**
 - **Financial part on farm, what would you change and how could they make a better profit?**
 - **Got there at 3pm, at 4pm they were in meetings until 10pm**
 - **Be at breakfast at 6am and meetings until 10pm**
 - **They don't get to pick teams, no schools are able to be on the seem team.**
 - **3 farms they went to, 2 students took first, 2 students took second. Never placed before,. 140 students in total**
 - **Next year in South Dakota**
- **PAS state**
 - **Thank you everyone who came to career fair and judging**
 - **First, second, and third, all students placed**
 - **Trevor received Advisor of the Year**
 - **24-25 students went, all qualified for Nationals**
 - **Swine, equine,**
- **Nationals**
 - **A lot tougher**
 - **Students did terrific**
 - **Lot of colleges that have joined since COVID**
 - **NTC shows that this is the college that brings it**
 - **Not all students went to nationals, animal and livestock specialist, Ag machinery specialist, one diesel student placed for precision ag,**
 - **Brought all programs together**

Advisory Committee Meeting Agenda

Agricultural Sciences



22nd April 2024 | 12:00pm to 1:30pm | Agriculture Center of Excellence;
Student Engagement Center (6625 County Road K, Wausau, WI 54401) &
Zoom

- **3 individuals in top 3**
- **2 teams placed in top 3**

- **Ed Sabey- What are we doing right for students to be doing so well.**
 - **Dairy challenge- met with students when they didn't have class**
 - **Spent ~ 20 hours at different farms hitting all the points**
 - **Their hardwork and willing to compete**
 - **Nationals**
 - **One of the bigger chapters that attends**
 - **Chapter can be only good as your advisors.**
 - **If the advisor doesn't put in effort, the club isn't going to put in effort**
 - **Some chapters are mandatory**
 - **What makes success, success?**
 - **All faculty worked with the students in each industry.**
 - **Club met every week a month in advanced before state**
 - **Students motivate each other**
 - **Envolvement is what makes us successful. All faculty, students, industry willing to donate for the cost to go for Nationals**
 - **Gave the students an opportunity to go.**
- **Next year Nationals will be at Wyoming.**
This is a hands on educational opportunity

- **NTC Updates- Dean**

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

- **Continuing Education and Professional Development**

We hold a wide variety of continuing education classes. NTC would be willing to find someone to teach courses if there is a topic we do not already have.

- **Other Business- Greg**

- **National Ag Day**
 - **NTC hosted the WTCS National Ag Day on March 19th. Secretary Romanksi, Alice in Dairyland, and WTCS President Morna Foy all participated in the event.**
- **Governor's Task Force on Artificial Intelligence**

Advisory Committee Meeting Agenda

Agricultural Sciences



22nd April 2024 | 12:00pm to 1:30pm | Agriculture Center of Excellence;
Student Engagement Center (6625 County Road K, Wausau, WI 54401) &
Zoom

- On May 6th, the Governor's Task Force on Artificial Intelligence will be having their meeting at NTC and touring the Agriculture Center of Excellence.
- **Future Meeting Date & Time**
McKenna to send out a doodle poll to determine the next meeting.

Contact Details –

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McKenna Dassow

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Business Management/Business Analyst Advisory Committee Meeting Minutes

Date: 4/23/2024

Time: 12:00 p.m. – 1:30 p.m.

Location: Zoom

Attendees

Industry Members:

- Derek Boyd – Global EHS Director – Greenheck
- Patrick Schmidt- Business Development Manager, Marathon Cheese
- Casey Demers – Director of Business Development, Boldt Build Boldly

NTC Team:

- Lisa Peterson –Dean, School of Liberal Arts, Education, & General Studies
- Jim Ortiz – Student Success Advisor
- Dr. Kelly Poppe-Gale – Faculty, Business Management/Small Business Entrepreneurship
- Kimberly Reed – Faculty, Business Management/Business Analyst/IT
- Valerie Becker – Administrative Assistant-School of Business

Industry Discussion

Labor Challenges and Industry Improvements

- **Rodney Flanders:** Organizations are still facing ongoing challenges in bringing employees back to physical office spaces after the pandemic.
- **Patrick Schmidt:** Hiring has still been a challenge so they have been exploring automation, but this won't necessarily replace jobs. Instead, automation aims to reallocate people within their plant, optimizing efficiency and productivity. The construction industry, however, has seen improvements in hiring, especially in sectors with government contracts. These improvements may be attributed to increased investment in infrastructure projects. It will be interesting to see how interest rates will impact the construction industry.

Shift in Value and Employer Preferences

- **Patrick Schmidt:** Traditional education is becoming less sought after than practical experience and certifications. Employers now seek candidates with relevant skills, regardless of specific degrees. Fields like computer science and engineering particularly benefit from this shift.

AI as the Way of the Future:

- **Rodney Flanders:** AI is the path forward and finance professionals and stockbrokers are heavily investing in AI. One goal is to enhance their ability to respond to a wider range of questions efficiently. For instance, AI-powered chatbots can handle routine inquiries, freeing up human resources for more complex tasks. Insurance companies have successfully implemented AI in handling initial customer inquiries. By automating responses to common questions, they improve customer satisfaction and streamline their operations.
- **Patrick Schmidt:** There's been growth in AI investments across various sectors. Organizations recognize the value of AI in improving processes, decision-making, and customer experiences. Schools that stay ahead in AI education will be sought after by prospective students. Institutions like UW-Eau Claire and Marquette, with strong AI programs, are positioning themselves as leaders in this field. Philosophy, alongside technical expertise, plays a crucial role in shaping AI-related roles as employers are increasingly interested in candidates' backgrounds and their ability to ask the right questions.
- **Casey Demers:** Casey expressed safety concerns related to using AI in construction. They currently use AI in pre-construction architecture to address quality and safety issues before starting a project. Pre-construction AI can influence and enhance the overall construction process by identifying potential concerns early on.
- **Kelly Poppe-Gale:** Most students are new to ChatGPT and haven't extensively used AI language models before. Instead of allowing students to rely solely on AI for writing papers, Kelly has designed assessments that review how students

use AI. This approach encourages critical thinking about AI's role and limitations. Students need to learn how to use AI creatively and effectively, thinking beyond conventional approaches.

- **Kim Reed:** NTC's goal is to incorporate generative AI into educational processes, including leveraging AI for developing soft skills among students. AI has existed in various forms such as smart devices, algorithms, etc. for decades, however, recent models like GPT have given AI a more recognizable presence. Students must recognize that AI-generated information isn't always accurate and they must be prepared to fact-check. Understanding what input prompts provide desired Learning Language Model (LLM) outputs is essential. AI plays a role in reshaping workforce dynamics. IT programs in college settings should explore broader aspects of AI rather than focusing a very small piece of what AI can do.
- **Lisa Peterson:** NTC views AI as a valuable tool and Lisa appreciates that NTC is ahead of other colleges in the state in embracing AI. Kelly and Kim's approach empowers students to use AI creatively, encouraging exploration and critical thinking. AI is seen as an ally, enhancing student learning experiences rather than replacing traditional methods.

Instructional Area/Program

Course Curriculum Updates

- **Kimberly Reed:** Since recently remodeling the business program, all classes have now run with students for the first time. We are now making some minor adjustments such as integrating AI into curriculum in a way that make sense for students to apply to their future professions rather than just exposing them to AI tools.
- **Kelly Poppe-Gale:** When Kelly and Kimberly remodeled the business program, they each wrote their own classes and then had the chance to teach their specific classes. Next school year they will be doing some team teaching and also teaching the classes that the other instructor designed to ensure there is cohesiveness in the program and the students have the best experience possible.
- **Lisa Peterson:** We were able to hire a tutor specifically for Business Management students and we will be able to keep them for next school year.

Enrollment Updates

- **Jim Ortiz:** There are currently 182 students in the Business Management associate degree program and 156 students in the technical diploma program, however, most of these students are dual enrolled in both as the technical diploma is embedded in the associate degree program. We have 17 students in the Business Analyst associate degree program, which is slowly growing; IT is always changing so it is a difficult program and students need to know a lot of Excel. Enrollment is up about 5% in both of these programs.

Other Items

Combining with Small Business Entrepreneurship

- **Lisa Peterson:** Lisa proposed combining this advisory committee meeting with the Small Business Entrepreneurship committee as a lot of the topics overlap.
 - **Rodney Flanders:** Is in favor of this proposal and feels it makes sense to combine the two programs
 - **Patrick Schmidt:** Thinks it would be great to consolidate with the other committee.

Next meeting schedule & agenda items discussion

- The next meeting will be held on Tuesday, October 1st at 12:00pm via Zoom.

2024 Spring Medical Coding Advisory Committee

Meeting Minutes

Date: April 23, 2024

Time: 12:00 pm-1:30 pm

Location: 4011 & Zoom

Zoom Meeting Link: <https://ntc.zoom.us/j/83245515714>

Attendees

Industry Members:

- Sheri Knutson- Senior HCC Coder for Operations, Pine Park Health
- Linda Michalewicz- Surgical Coder – Outpatient, Marshfield Clinic Health System
- Beth Radtke- Customer First Representative, United Healthcare/UMR ZOOM
- Jennifer Underwood (name change to Jennifer Hallett after 05.11.24)- Revenue Cycle Trainer, Aspirus ZOOM
- Jeni Wesenick-Nelson- Senior Administrative & Program Specialist, Northcentral Health Care ZOOM

NTC Team:

- Laura Ahonen- Associate Dean of Allied Health and Human Services
- Reed Champagne- Manager, Education Technology for Health Sciences and Community Services
- Sara Nickel- Program Director and Faculty, Medical Coding
- Maria Pernsteiner- Learning Coordinator, Health Sciences & Community Services
- Sandie Shorey – Administrative Assistant, Health Sciences & Academic Excellence

Welcome Introductions

Meeting called to order by Jennifer Underwood, Committee Chairperson, at 12:03 pm. Jennifer 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 meeting (10.04.23) There were no changes made to the minutes from the fall meeting.

Workforce Training and Professional Development

Laura spoke briefly, in the absence of WTPD staff, about the Workforce team offerings. WTPD has been focusing on offering Life Enrichment & Community Courses such as Art courses, dance courses, music courses and nature courses. Topics coming soon include: CPR/First Aid Certification, Creative Problem Solving: The Design Thinking Model, and Dance/Art/Beekeeping. If you are interested in finding a new hobby, or honing your skills, check these classes out!

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 the post meeting e-mail.

College-Wide Initiatives

Power Point of College-Wide Initiatives was reviewed by Associate Dean of Allied Health and Human Services, Laura Ahonen, including discussion of two new programs (Medical Administrative Professional AD and Sterile Processing Technician Certificate-a pipeline program to Surg Tech, as well as the newly developed Respiratory Therapy program).

Additional items discussed include: NTC Accreditation (HLC Accreditation Update-NTC received full re-accreditation), Dental Program Highlights, an update on the Sawmill Wood Technology Center for Excellence expansion (partnership with UWSP), an update on the Forensic Science Center (ground breaking May 2024 with a construction process of up to 1 year), and a brief review of CIP/SOC codes. She also reviewed Student Support resources available, including Health Services via Telehealth.



Student Support
These resources are available to our students

- Unlimited access to free mental health services through **The Virtual Care Group** (thevirtualcaregroup.com/ntc or 866.533.1827)
- The **Advising Specialist** can help connect the student with other emergency financial, computer and community resources
- **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.

*Let Sara know if you have a student in need.

Industry Trends

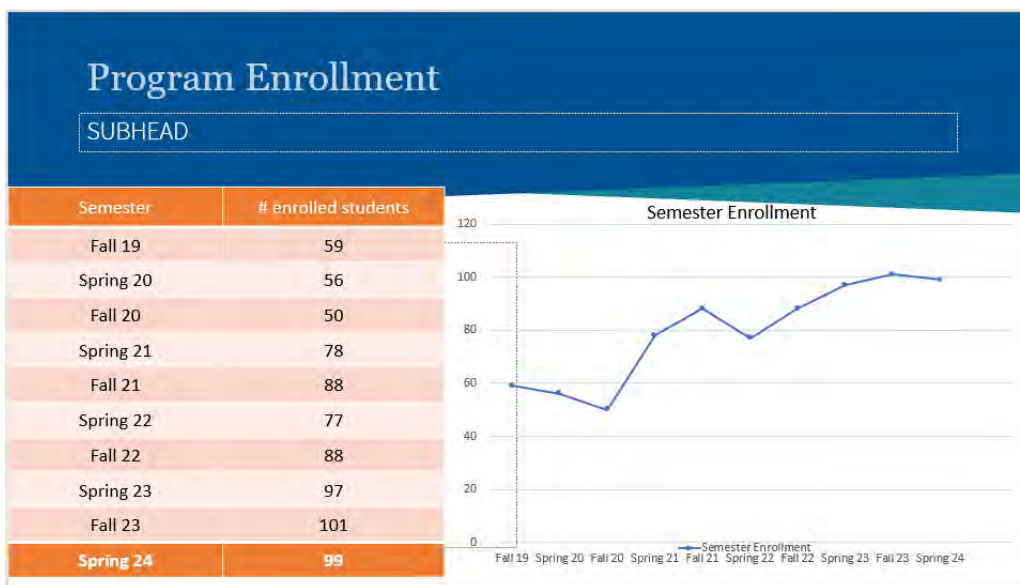
- *Growth & Affiliations*
 - Aspirus growing, including expanding to a 3rd state (MN) due to their affiliation w/St. Luke's in Duluth.
 - How do our patients communicate with us, which demands more time and documentation
 - Looking at whether this electronic communication is billable time
 - Inconsistent as to who is charging for this time & who is not
 - Chronic Care Management
 - Med refills
 - Answering portal questions and concerns
 - Access to the information before the physician gets to address with the patient
 - Issue with travelers leaving before entering documentation
 - Visits to the home for the Medicare/aging population to assess the risks in the home that clients/patients are dealing with
 - Marketing Team goes out into the communities
 - Advantage Plans – this is where the profitability comes from
- *Insurance-* what is available in the communities in which they serve.
 - Optum breach brings up continued questions on how we can prevent these cyber attacks
 - These are just going to become more prevalent
 - Working on Patient payment driven models and how these intersect with coverage

- **Openings**
 - Positions open for many industry partners (for those with a medical coding background)
 - No plans for Aspirus at this time to bring remote positions back into the office, allowing for national recruitment
 - At UMR these positions are remote: training is on your own though
 - Openings are also happening due to promotions within
 - Using contracted coders creates certain loopholes to organizations; vet them!
- **AI**
 - Integrating AI to make the experience for our clients/patients better
 - Some providers are not willing to use AI for documentation, yet provider notes are lagging
 - Revenue Integrity works with the providers to see the challenges between coders & auditors and the providers
 - Some small pieces of coding are beginning to use AI; but documentation needs to be correct
 - Technology is become more tech based, with AI looking and structured and unstructured data, bringing up notes and prompts to the person entering info
 - CPT/E&M selection is going to become more streamlined due to the new guidelines.
 - ER and Urgent care coding has been pulled back regarding the professional fees
 - 3M professional product is being used and training continues
 - There is not a fear at this present time of AI replacing or impacting positions needing bodies
 - Dictating in AI is also becoming more used, which is exciting!

Program Updates

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

- Enrollment Report - no data for fall yet due to registration opening just last week in Workday



Graduates: Capstone Class (14-15) per semester (not everyone is successful, unfortunately, causing attrition)

Some tend to take 1 class at a time while working their full-time jobs:

- nurses
- dental hygiene
- Rad tech

Tutoring: 6-8 students weekly

The ability to work remote really adds to how attractive this program is to people! This is a huge draw, mostly, but can also be a drawback too because some enter the program solely for this reason (remote) and have no idea what they are getting themselves into. We try to convey that there are quality and quantity standards that medical coders must meet. They think this is a fast/quick program but you never stop learning.

- Program Information

NTC Medical Coding Specialist – Technical Diploma

WTCS State-Aligned Curriculum

First Term – Course Credits (12/13)	Second Term – Course Credits (9)	Third Term – Course Credits (8)
College 101 – 1	Foundations of HIM - 3	ICD Procedure Coding – 2
Medical Terminology - 3	CPT Coding - 3	Healthcare Revenue Management - 3
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		

- Program Outcomes Monitoring/Technical Skills Attainment (TSA)-modelled after AHIMA Certified Coding Associate (CCA) exam

Technical Skills Attainment

SUBHEAD

Program Outcomes	Rating Scale
Collect health data	MET Performs adequately, meets basic standards
Apply coding and reimbursement systems	
Model professional behaviors and ethics	NOT MET Little or no evidence of meeting basic standards
Use electronic applications to manage health information	

TSA = Mock CCA Examination

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.

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: _____

- Medical Coding TSA Results Fall 2023

Semester	Total Students	Total Passing	Total Failing	Pass Rate	AHIMA CCA Pass Rate
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)
Fall 2018	4	4	0	100%	68% (2017)

**Our program continues to be at or above the national level.*

- Course Highlight – Human Disease for the Health Professions
 - Course Competencies were reviewed and discussed for each course.
 - Sample activities/discussions were shared.
- Course Feedback - Digital Literacy for Healthcare (support course within Medical Coding)
 - Course Competencies were reviewed and discussed.
 - One of the 1st courses a student can begin right away
 - Any skill sets that industry partners see that are lacking could possibly be added to this course, including some profession specific material, keeping in mind the student’s medical coding skills are not at a high level at this point
 - Students are introduced to basic concepts of AI, however there may be room to integrate more AI information specific to health care and medical coding.
- AI in the workplace - maybe baseline knowledge and trends can be integrated into the Digital Literacy course
 - Professional communications to providers
 - Presentations
 - Appropriate use should be considered; not putting a whole operative report into AI, for example, and asking AI to generate the codes would be an inappropriate use of the tool.
- Program Recruitment/Events
 - NTC Open House- April 24, 2024 from 3:30-5:30pm
 - Community event open to the public
 - Medical Coding team will have a table

Program Modifications Discussion

Medical Coding Specialist Program is a state aligned program, offering the same curriculum and course descriptions as others in the state. She anticipates some changes based on the Accreditation of the AD Programs. The Commission on Accreditation for Health Informatics and Information Management Education (CAHIIM) is currently making changes to the accreditation standards that then may require curriculum changes for the WTCS schools offering HIM AD and Medical Coding Specialist TD programs.

Other Discussion

None

Next Meeting Schedule & Agenda Items Discussion

The date for the 2024 fall meeting has not yet been set. The group asked that we keep with a Tues or Wed at noon, typically in October for the fall meeting. The group will be notified via email of this date once fall approaches. Meeting adjourned at 1:21 pm.

2024 Spring Fire Advisory Committee

Meeting Minutes

Date: April 24, 2024

Time: 6:00 pm-7:30 pm

Location: 4011 & Zoom

Zoom Meeting Link: <https://ntc.zoom.us/j/87853503673>

Attendees

Industry Members:

- Joe Bozinski- Interim Chief, Maine Fire Department
- Jason Minks- Kennan Fire Department
- Bob Pound- Retired Fire Faculty

NTC Team:

- Bryson Cruise- Fire & EMS Manager, Fire Faculty
- Shane Heilmann- Director, Public Safety and Community Safety Simulation Center
- Kyle Lech- Fire Faculty
- MaiGer Moua- College Advisor ZOOM
- Sandie Shorey – Administrative Assistant, Health Sciences & Academic Excellence

Welcome Introductions

Meeting called to order by Fire Advisory Committee Chairperson, Jason Minks, at 6:05pm. Jason welcomed everyone to the meeting and thanked them for attending. Everyone in attendance introduced themselves.

Update and Highlights from Last Meeting

Shane Heilmann, Director of Public Safety and Community Safety Simulation Center (CSSC), called for any changes to the minutes from the fall meeting (11.16.23) There were no changes made to the minutes from the fall meeting. Motion was made by Bob Pound to accept the minutes from the 11.16.23 meeting; Joe Bozinski seconded the motion. Motion was unanimous; motion carried.

College-Wide Initiatives

Power Point of College-Wide Initiatives was reviewed by Bryson Cruise, including discussion of new programs (Medical Administrative Professional AD and Sterile Processing Technician Certificate, and the newly developed Respiratory Therapy program. Additional Items discussed include: NTC Accreditation (HLC Accreditation Update-NTC received full re-accreditation), Dental Program Highlights, an update on the Sawmill Wood Technology Center for Excellence expansion (partnership with UWSP), an update on the Forensic Science Center (ground breaking May 2024 with a construction process of up to 1 year), and a brief review of CIP/SOC codes.

Emergency Services Training Center (ESTC)-Summer '24 Expansion

Emergency Services Training Center Expansion & Remodel

- 600K investment
- Planning 2,700 square feet of added space

Expansion to existing Building/Space inhabited last year

- Updates to modify building to accommodate additional uses
- Transitioned from CNA training/Geriatric training
- Addition to add classroom/learning spaces and storage of equipment and supplies

ESTC spaces to include:

- Ambulance Simulator
- Garage - storage
- Ambulance indoor parking
- Expanded classroom spaces and lab areas

NTC Community Safety Simulation Center (CSSC)

The CSSC will be situated in a newly acquired 5,000 square foot building adjacent to NTC's Public Safety Center of Excellence in Merrill, WI. The space will be remodeled and designed specifically to house a full-immersion simulation room and a simulated interior common office and school workplace facility for training and education.

Vision: The CSSC will offer NTC's community partners an innovative workforce violence prevention and preparedness training center

- *Provide customizable, ongoing training and professional development*
- *Address the unique challenges in preparation for the evolving nature of community threats*

NTC will serve a cross-discipline of employees from various organizations

- *Public safety, schools, healthcare, human services organizations, and the insurance industry*
- *Prepare Public Safety & Health students for entry into the workforce*

Technology Integration

The CSSC will integrate innovative and cutting-edge technologies

- augmented reality (AR)
- virtual reality (VR)- 300-degree view when in the simulation
 - Can run many different scenarios- build scripts for this
 - Multi-room simulation area
 - Can do Fire and EMS simulations.
 - Scenarios can be adjusted on the fly as participants move through the simulation.
- artificial intelligence (AI).

These technologies will create an immersive experience, presenting realistic scenarios for participants who may face threatening or life-threatening situations during their work.

Collaboration

The CSSC will offer collaborative training opportunities and develop partnerships with private and public entities. It will include a cross-discipline of employees from various organizations, such as insurance company employees and policy holders, health care and human services workers, criminal justice and first responders, as well as school district employees.

- Collaborative partnership with PennSSI on this-form a coalition
 - We will be the first center in the Midwest
 - PennSSI opened in July 2023 and almost instantly booked-about 1 year out
 - Will also do a mobile aspect to take out into the communities
- As a result, we will get scenarios that they have already built-this will help get it up and running faster
- Currently waiting for bids to come back on the Tech pieces

Enhanced Preparedness

- CSSC will utilize a combination of applicable de-escalation and/or use of force techniques practiced in a controlled environment to minimize risks. Real-life simulations and scenarios will

be created to meet the needs of NTC's students, community organizations and personnel across the district.

- Using outcomes-based, fully customizable scenarios, the CSSC provides public and private organizations the opportunity to train their employees in preparing and practicing their response to a wide variety of workplace threats and situations within a safe training space.
- Participating organizations have the opportunity to teach, reinforce individual policies and procedures, and practice managing and responding to common and uncommon scenarios.

CIP and SOC Codes

Revisited and reviewed the previous advisory discussion on CIP/SOC code identification

- CIP - Program-specific codes
- SOC - Occupational specific codes

The primary career fields representative of those NTC program graduates enter are:

- Fire Medic Primary occupations: EMT, Paramedic
- Fire Services Leadership- talking about discontinuing
- Paramedic tech: EMT, Paramedic vs Paramedic Basic (must keep up certification for EMT)
- Fire Science: Fire, Fire Inspector
- EMT Firefighter: EMT, Firefighter, Safety

NTC is also required to do cost analysis to make sure that debt incurred by going through the program is appropriate for the wages they will make working a job in their field of study.

So many skills are gained in these Public Safety programs that can be carried on far past the fire house doors.

Bryson also reviewed Student Support resources available, including Health Services via Telehealth.

Student Support
These resources are available to our students

- Unlimited access to free mental health services through **The Virtual Care Group** (thevirtualcaregroup.com/ntc or 866.533.1827)
- The **Advising Specialist** can help connect the student with other emergency financial, computer and community resources
- **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.

Coach vs Tutor-what is the difference

Academic Coach: they focus on soft skills like time management & prioritization. Someone returning to school after being out for many years-trying to manage home life while also focusing on schoolwork.

Tutor: more specific to coursework. These people have a specialty in a program.

**If you know of a student who needs assistance, please contact Bryson Cruise, Manager of Fire & EMS*

Workforce Training and Professional Development

Shane Heilmann, Director, Public Safety & Community Safety Simulation Center (CSSC), shared the following related upcoming conferences and trainings offered through WTPD:

1. Basic SWAT Training (May 6-10)
<https://www.ntc.edu/calendar/2024/05/06/basic-swat-training>
2. Midwest Tactical Training (May 7-9) (MTOA)
<https://www.ntc.edu/calendar/2024/05/07/midwest-tactical-officers-association-annual-conference-2024>
3. Northcentral Technical College in partnership with WI Department of Justice Training on Protecting Wisconsin's Elders: Uniting Forces Against Elder Abuse (Oct. 15-17) *No registration fee for attendees.
<https://www.ntc.edu/calendar>

The Workforce team has also been focusing on offering Life Enrichment & Community Courses such as Art courses, dance courses, music courses and nature courses. Topics coming soon include: CPR/First Aid Certification, Creative Problem Solving: The Design Thinking Model, and Dance/Art/Beekeeping

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.

Program Recruitment/Events

NTC Open House- April 24, 2024 from 3:30-5:30pm

- Community event open to the public
- Fire team had a table

Industry Trends

- Discussion on the FST (Fire Suppression Tool) and its local implementation and use by some organizations in the community. Helps contain fire until the department can arrive and operate. Local Mason's Lodge may have a sponsorship program in your community.
- NFIRS- The level of reporting can be a challenge for chiefs. Not all systems are user friendly.
 - Image Trend-state of WI has paid for this system for every department
 - Used for inspections and as a reporting system
 - Have to convert everything over, which is a big process
 - Departments can also do scheduling and billing; add-on modules
 - ESO- Antigo is just now switching to this
- With departments seeing shortage of labor, they are hiring on now with just the certifications without the work history of moving through levels of positions within the fire house.
- Post-pandemic: Getting short-term credentials to get people back into the workforce.
 - Easier to attain a certificate/diploma/degree by offering online options
- FST (Fire Suppression Tool)
 - these can help contain things until the department can get on the scene
 - check for the possible availability through your local Mason's Lodge
- HEN Nozzle (High-Efficiency Nozzle) - Adjustable smoothbore nozzle
 - Tip and valve for shut off; now also came up with an add-on for back pressure
 - Can come here and see this in action; the company doesn't do demos
- Attend Your Way
 - Deadlines as you go along
 - Flexibility of not sitting in class-can do this after work hours too
- Suggestion from the committee not to go too collegiate; need to be practical
 - laddering

Program Updates

The Fire & EMS Manager, Bryson Cruise, shared the following Program Updates:

- Enrollment Report- Spring '24 Fire Class Enrollment Information & Totals (32 total in post-secondary)

• CE FF1 & Program FFPrinciples Day class at Merrill: 13 students passed/completed. Class Finished on April 11. (Kyle)
• CE FF1 & Program FFPrinciples Night class at Merrill: 8 students passed/completed. Class Finished on April 11. (Kyle)
• CE FF2 & Program AdvFFConc class at Merrill: 12 students enrolled. Class will be done on May 8. (Kyle)
• Cert Dr/Op Pumper Part 1 & Part 2 classes at Kronenwetter Fire Dept: 22 students enrolled. Class will be done on May 20. (Steve Genrich)
• Fire Officer 1 class at Wittenberg Campus: 15 students passed/completed. Class Finished on March 20. (Dan Conrad & Cody Wiesman)
• Cert Dr/Op-Aerial class at Riverside FD: 13 students enrolled. Class will be done on May 29. (Chad Karl & Dylan Green)
• CE & Program Haz Mat Ops Day class at Merrill: 12 students currently enrolled – might have more by start date. Class runs on Tue/Thur for 4/23- 5/7. (Kyle)
• CE & Program Haz Mat Ops Night class at Merrill: 6 students currently enrolled – might have more by start date. Class runs on Tue/Thur for 4/23- 5/7. (Kyle)
• Virtual College/Online class- Building Construction for Fire Protection: 1 student currently enrolled. (2 others withdrew). Class closes on May 15. (Kyle)
• Virtual College/Online class- Principles of Fire & Emergency Safety & Survival: 2 students currently enrolled. (1 other withdrew). Class closes on May 15. (Kyle)

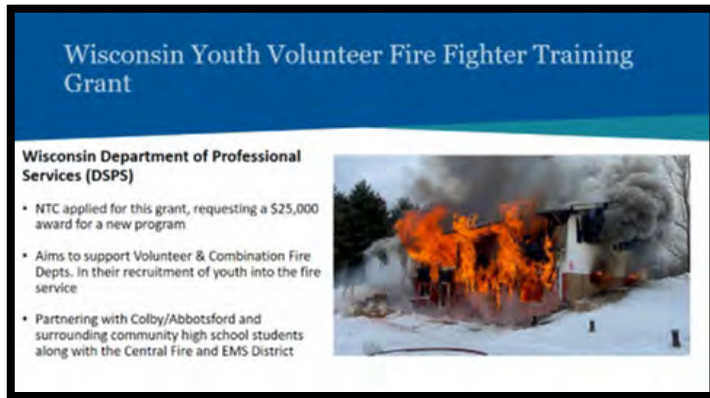
CPAT Enrollment/Info as of 4/17/24:

Total Students	Total Passed	Total Failed	Total Disqualified	Total In-Process	Total Income
77	44	21	3	9	\$10,780

We have 19 potential students attending testing on 4/19/24. (12 are new test out students).

- Shared Tentative schedule for Fall 2024 Classes
 - Fire1, Haz Mat Ops, Fire 2 (End of June-July: Fire1; August: Haz Mat Ops 8-4 T,W, Th)
- CPAT coming from everywhere
 - Get to know them
 - Exciting to see when they get their jobs secured
 - Only indoor facility in the state of WI
 - We schedule test outs right away
 - Session students can try the test and then, if they don't pass, they can utilize the indoor facility to practice.
 - Different depts have hiring announcements, but don't offer the training as often as they need it.
- Fire Officer 1 (about 25 students) written and practical test dates.
 - Two CFO1 classes- students need written and practical testing. Written is scheduled for May 21st (online-need proctors); they mentioned Bob Pound as a possibility (he said he needs to know more before he commits)
 - Date for practical testing is going to take place sometime this fall- date TBD.
- Firefighter & Paramedic Apprenticeship exploration and possible funding
 - NTC is seeking to implement the first registered apprenticeship in the state of WI for Firefighter & Paramedic education
 - Plan presented by Wausau FD to NTC with a connection to possible state funding
 - Submitted to Senator Baldwin's Office- \$3.2 million to support the development of the program over 4 years (will find out in June 2024 if this proposal is moving to the next level)
 - Proposing a June/July 2025 start- allows time for DWD process/approvals
 - Two groups of nine students for a total of 18; 18-month back-to-back cohorts
 - Instruction costs, student educational costs, apprentice wages are all in budget request
 - Example of laddering the programs
 - fire and paramedic certifications-technical diploma
 - General education classes added in would push them towards the Paramedic AD

- Wisconsin Department of Professional Services (DPS) Youth Volunteer Fire Fighter Training Grant application and program.



- *Target Spring 2025 Fire Training
- * Hope to find funding for EMR as well; will be offered in the Fall 2024
- *As long as they are 16 years of age when they finish the EMR course, they can test for their state license when they turn 18
- *This will help get some younger candidates into departments.

- Introductions of WTCS Fire Education Director – Ward Lyon
- Exploration of Emergency Management- Associate Degree Program (can guarantee transfer to UW to transition to bachelor’s degree); would collaborate with new Forensic Science Center and CSSC



Emergency Management Jobs

- Law enforcement
- Fire Service
- Emergency Medical Services
- Healthcare providers
- Local governments
- Criminal justice
- Legal studies
- Homeland security
- Business administration

Committee support-there was no opposition from the committee on continuing to explore this option.

Program Modifications Discussion

Fire Services Leadership Program Update

Currently working to discontinue the program. May utilize and incorporate some of its courses into a proposed Emergency Management Associates Degree program currently in development; no enrollments since Spring 22. The program is currently in a do-not-publish status.

FireMedic Program Update

Special Rescue course has been discontinued and removed from the curriculum. Low interest in class and difficulty running as it is instructor intensive and needs minimum numbers of students as participants. We are looking to develop special rescue into a continuing education class based on some of this course's advanced content.

Development of Emergency Management Program-Continue Discussion

There was early discussion on creating this program in conjunction with the new Regional Forensic Science Center.

- There is continued support of the advisory committee membership to continue to pursue this program's development.
- Looking to combine some Fire Services & EMS Leadership coursework with Emergency Management and Preparedness courses.
- *Purpose:* To help address the identified need of community preparedness and the development of the Regional Forensic Science Center

Facilities/Equipment

- Capital Equipment
- Equipment Funding
 - AFG Grant FY2024- 2 ½ and 1 ¾ hose, ladders, PPE
 - AFG Grant FY2025 – submitted request for student bunker gear/jacket & pants
- Recent Minor Equipment Purchases
 - HEN nozzle/shut off
 - 2 Chief XD nozzles
 - Hose replacement due to wear
 - Boots, gloves hoods and helmets; next step is bunker gear
- NTC has secured access to battery-operated extrication tools for us to use free of charge for testing and evaluation when needed from a local vendor partner.
- Facilities
 - Burn Tower Update
 - Needs 4-6 weeks for paint repairs; about \$50,000 investment from college
 - Contractors will have approximately 10 weeks available to complete the work.
 - No scheduled burn tower activities from May 13 – July 22. Some concrete repairs also needed
 - Splash Towers – Current: Phillips, Wausau, Rib Mt, Weston, Antigo, Medford (Wittenberg decommissioned last summer).
 - Maintenance needed/approximately \$150k to rebuild a tower
 - Phillips is due and considering alternatives as cost-ineffective. Some are built on NTC property. Phillips and Merrill both need to be reconstructed (looking at options that are steel, not wood; they have about a 50-year lifespan); consistent design for all existing towers (wood)
 - Committee consensus was to tackle the Merrill Tower first
 - Bryson can check with others to see what they are doing
 - Liability could be an issue if they are not secure to prevent others climbing on it
 - Lack of maintenance has led to the deterioration
 - Shane mentioned that the tower here is on a maintenance rotation with facilities, but it was the feeling of the committee that the maintenance is lacking to keep it functional.
 - Creative solutions on how to get people to our location
 - One suggestion was a reduction in tuition for those transporting their department here to the splash tower
 - Kyle mentioned that when giving his students the option they decided to come here to our facility
 - What do we need to accomplish while they are here; do more while they are here for added benefit
 - Some weekend options would be nice-like a Saturday
 - We have the support to keep supporting departments in our district
 - NTC only has so much money; how much do these towers get used
 - Committee member did not feel that all still get used.
 - Need to develop agreements as to how to maintain and report usage.

- Merrill PSCoE
 - Upcoming improvements
 - safety & security gate
 - guard rail installs around the campus to define and separate different areas for safety and multiple same-time uses to help increase efficiencies in use of the facility
- Emergency Village
 - business façade updates
 - seeking donors who would like their business featured!

Other Discussion

- Advisory Committee Recruitment – always looking for more members and input
- Assistant/Adjunct Recruitment
 - If anyone is interested in being an active member of the team, please apply through the NTC website.
 - There are several candidates that have applied that we will be working through in the coming weeks; Interviews are Monday, May 13th
- Class Scheduling
 - State certification – The goal is to get all students their state certifications in the same semester as the class is run. When multiple classes of the same curriculum run on different schedules this becomes impossible. When we schedule classes with adjuncts at outlying areas, this has to be taken into consideration.
- NFA class in 2025
 - WTCS looked to ask Colleges to host an NFA class in 2025 and NTC Public Safety offered to host.
 - SurveyMonkey was sent to gauge interest. Still need to pick a class and a date
 - preparations for initial company operations
 - Fire investigation for 1st responders
 - New Fire Chief: Administrative Issues

Next Meeting Schedule & Agenda Items Discussion

The proposed date for the 2024 fall meeting is Tuesday, November 12th, 2024 from 6pm-8a. The group will be notified via email of this date once fall approaches. Motion to adjourn made by Bob Pound; Seconded by Joe Bozinski. Meeting adjourned at 8:23pm.

Legal Studies/Paralegal Advisory Committee Meeting Minutes

Date: 04/25/2024

Time: 4:30 p.m. – 5:45p.m.

Location: Zoom

In Attendance					
Practicing Lawyers	Paralegal from Private Sector	Paralegals from Public Sector	General Public Members	Faculty	Administration
Kourtney Imig – Attorney; Winter, Winter & Behrens	Angela Gonzalez; Paralegal; Ruder Ware	Carmen Stone: Legal Advocate; Judicare Legal Aid	Kari Schwingle – Professional Recruiter; Express Employment	Tom Wendt	Lisa Peterson – Associate Dean, School of Business
Kristin Slonski: Attorney; Judicare Legal Aid	Joann Mancl: Paralegal; Crooks, Low & Connell				Amy Denissen – Student Success Advisory
	Brittany Dishaw (Heath) – Paralegal				Valerie Becker – Administrative Assistant, School of Business
Absent					
Practicing Lawyers	Paralegal from Private Sector	Paralegals from Public Sector	General Public Members	Faculty	Administration
Amanda Ley, Assistant Corporation Counsel Marathon County	Erin Radke, County Materials	Nikki Pretzler, Judicare Legal Aid	Anna Ivaska, Elite		
		Nicole Grawey,			

Instructional Area/Program

American Bar Association (ABA) Site Visit/Program Updates

- Tom Wendt:** During the ABA site visit in early April, representatives from the ABA Approval Commission, from Minneapolis and Tulsa, conducted an assessment of NTC's paralegal program. Overall, they were impressed with various aspects, including the administration, students, and

industry involvement. However, they recommended that the ABA accreditation be deferred until compliance. They identified the following areas requiring attention:

- Assessment Tools: The existing assessment tools for graduates and employers did not fully comply with ABA standards.
- Asynchronous Classes: There was a concern regarding the lack of interaction among students in asynchronous classes. While in-person classes naturally foster interaction, the same level of engagement was not observed in online settings.
- To address these issues, Tom implemented several solutions:
 - Revised Surveys: Tom revised the surveys to ensure they included goals, outcomes, and objectives and resent them to employers and graduates, resulting in improved compliance. 75% of the employers and 50% of the graduates participated in the surveys. These survey results were then passed onto the ABA site visitors.
 - Mandatory Interaction: Starting in Fall 2025, interaction between students and instructors on discussion boards and peer responses will become mandatory, fostering engagement and collaboration. Students will have to make their discussion posts regarding their course material by a certain timeframe. For example, discussions of modules 1-5 will have to be complete by week 6 of the semester.
 - Zoom Meetings: Tom proposed mandatory Zoom meetings related to course material to enhance student engagement. These meetings will be scheduled twice a semester for all students in the Paralegal program and align with course content and are intended to facilitate discussion amongst each other.
 - Access to Discussion Posts: It was discovered after the visit that the visitors did not have access to the graded components of the course materials due to an IT issue. They could only see what a student posted and not what comments Tom made, how he assessed the assignments, or if the students responded to another student's discussion post. Tom put together a 58-page PDF document with all of the student posts and responses, sent that to the site visitors, met with them via Zoom, and did a live demonstration on how the discussion posts look in Canvas. The site visitors were thrilled with this student engagement and interaction.
- Additionally, changes were made to the curriculum to meet ABA legal program specialty requirements. An ABA approved Paralegal program needs 18 credit hours to be from the legal *program specialty* courses and the 3 in-person courses that every paralegal student must take already meet this requirement which include: Real Estate Law, Estate and Probates, and Legal Ethics and Professionalism. Tom sent a survey to the Advisory Committee members to gather feedback on what other 3 courses should become *program specialty* courses to meet this 18-credit requirement. The results are as follows:
 - Family Law - 80% of survey participants approved this course which has a lot of interaction with students
 - Civil Litigation 2/Torts - 90% of survey participations approved this course.
 - Paralegal Intro/Legal Ethics- 60% of survey participations approved this course.
- Tom asked for a verbal vote from the committee members to adopt these three courses as legal specialty courses, which was unanimously agreed upon.
- The ABA approval process involves further steps, including review by the Approval Commission, Standing Committee on Paralegals, and the House of Delegates. By next week, we anticipate receiving feedback on whether the submitted changes are approved, deferred for further assessment, or denied outright.

- As of April 29th, 2024 the ABA Approval Commission and Standing Committee recommended our Paralegal program for ABA Approval. The House of Delegates will meet in August 2024 to give us our official stamp of approval.

Program Effectiveness

- **Tom Wendt:** We started doing optional live Zoom meetings with students this week as proposed to the ABA visitors. Attendance was not great but it was a short notice and optional. Tom explained the changes to the program and the students went into breakout groups to discuss the changes. To participate in discussions, students will need to have reviewed the material prior to the meetings. These Zoom meetings will work as “check points” for students and provide structure to help them stay on track and finish the virtual college courses on time.
 - **Brittany Dishaw:** Perhaps second year students can be used as a mentor to connect with first year students coming into the program in case new students have questions and they do not want to discuss with their instructor. Perhaps alumni can also stop into classes to help getting students conversing.

NTC Library Resources

- **Tom Wendt:** The ABA site visitors were given a demonstration of Nexus Uni, online resources available to students, and inter-institutional loan system. We passed the library site visit with flying colors. Tom includes research assignments that require the exclusive use of library resources, which helps them learn ABA siting. Our library also has paralegal reporters that are out of date and labeled “for educational purposes only” as well as periodicals.

Enrollment Update:

- **Amy Denissen:** There are 34 students currently taking classes in the Paralegal program this semester. This is slightly down from last semester as 16 students enrolled in Fall 2023 but are not taking spring classes. At times students do take semesters off and they may be back to complete the program. We will have our largest graduation class this spring with 5 graduates, which will almost double the number of graduates in this program. 4 Students have been accepted to start Fall 2024.

Industry Discussion

Hiring Trends

- **Brittany Dishaw:** Many of the firms in the Chicago area are looking for litigation paralegals with 3+ years of experience.
- **Kari Schwingle (emailed in her information due to technical difficulties during the meeting):** Hiring on the legal side of things has slowed down. The first quarter had a couple of positions available at a legal firm that filled quickly that focused more on transitional skills; they were looking for the right personality and background and they were willing to train the rest. There are currently a couple of firms looking for lighter office work and admin positions. Firms seem to have limited time for recruiting so they are happy to use her company to fill these positions. She has not seen any positions for paralegals yet.

eDiscovery and Continuing Education

- **Tom Wendt:** Tom is considering incorporating an eDiscovery certificate in our Civil Litigation 1 class; however, this would come at an additional expense for the students. This could help improve our program effectiveness and deal with the challenges of ever-changing technology. Perhaps it can be optional or at a reduced fee for those who have taken the Legal Computer Applications class.
- **Joann Mancl:** As a graduate of NTC’s previous legal secretary program in the 80’s, she has returned to NTC to take several additional courses as her career progressed. It would be helpful for NTC grads

to be able to come back and take additional classes, such as for eDiscovery, as this is generally not necessary for a lot of paralegals to know unless they work in litigation.

- **Lisa Peterson:** Suggested that the Paralegal program partner with our Workforce Training and Professional Development division at NTC to offer this as non-credit training.
- **Kristin Slonski:** Judicare will be hosing free CLE courses twice a year. They will soon be hosting an ethics class on using non-attorney professionals in the provision of legal services and will receive credit for this class.

Artificial Intelligence

- **Tom Wendt:** NTC has embraced using AI in academics and all programs are encouraged to incorporate some AI into their programs by fall 2024. Tom has been cautious to do this as AI can hallucinate cases, but believes that AI will ultimately increase efficiency for lawyers and paralegals. He currently already has some AI in his classes but will be adding more in the fall.
- **Joann Mancl:** Attended a PAW AI seminar and one thing she found interesting was the use of AI in jury selection in predicting bias and tendencies. Her firm is going to try using AI in jury selection the next time they have a trial.
- **Kristin Slonski:** Has attended some seminars on AI tools, such as Anthropic, that can be used to summarize large documents and comb through documents for discovery purposes. They do not have concerns about these programs hallucinating but you have to be cautious about these companies using your client's data to not violate your ethical confidentiality duty to your clients. Definitely need to "scrub" these tools.

Other Items

Scholarships

- **Tom Wendt:** Tom has established a Paralegal Technology Scholarship for our students to help offset the cost of the National Society for Learning Technology certificates, and possibly for the eDiscovery and Legal Research certificate programs, as well. This scholarship will be launching in the fall.
- **Joann Mancl:** The Paralegal Association of Wisconsin offered a \$1000 scholarship this past year and they did not receive any scholarship applications from any schools so any applicant likely would have received it.
 - **Brittany Dishaw:** Many students get intimidated by the essay portion of the scholarship application process. As a student, Brittany received every scholarship she applied for likely because very few applicants want to put in the work.
 - **Tom Wendt:** Has talked about the PAW scholarship with his students but will be sure to push this scholarship more in the future.

Next meeting schedule & agenda items discussion

The next date for the next meeting is Thursday, November 21 at 4:30pm Zoom.

Accounting Advisory Committee Meeting Minutes

Date: 5/1/2024

Time: 3:00 p.m. – 4:30 p.m.

Location: NTC Connect (Zoom + In-Person)

Attendees

Industry Members

- Mary Strand – Consulting Controller; CLA
- Keith Koszarek – Partner; Wipfli
- Nicole Lipinski – Finance Manager; Waukesha Bearings
- Jean Schult – Owner; Schult CPA
- Rob Gilles – Controller; Central Processing Corp./County Materials Corp.

NTC Team

- Lisa Peterson – Associate Dean, School of Business
- Sara Hill – Accounting Faculty
- Sydney Fritzel – Accounting Faculty
- Kou Yang – Accounting Faculty
- Valerie Becker – Administrative Assistant -- School of Business

Industry Discussion

Use of AI and Technology in Accounting

- **Keith Koszarek:** Wipfli has heavily invested in AI and is working directly with Microsoft on new AI implementations. Adapting to AI is necessary to retain relevance in the accounting field and moving payroll processes to electronic formats. AI will not replace accounting jobs, but accounting roles will need to shift to more analytical than data entry. Everything regarding payroll accounting is electronic but we still need humans to verify and analyze the data. The cost of this software is coming down and a lot of companies are using Bill.com.
- **Jean Schult:** Her accounting firm uses technology cloud-based solutions, but prioritizes face-to-face interactions and local client services over pushing AI. She emphasized maintaining lean and efficient processes without outsourcing, highlighting the importance of accessibility and human interaction.
- **Nicole Lipinski:** Her company relies heavily on AI and everything is scanned in and automated for Finance to review. They no longer have a use for data entry.
- **Mary Strand:** Emphasized the integration of AI in accounting processes, stressing the necessity for human oversight for review and sign-off.

Shifts in Accounting Employment and Operational Roles

- **Nicole Lipinski:** Explained that her company outsources all accounting functions to a company in the Philippines, and are using AI for automated processes while retaining critical financial review tasks in-house. As the Finance Manager, she is the only member of Finance at her location and she reports to the corporate office in Texas. This change has improved operational efficiency and reduced concern over employee turnover due to outsourcing.
- **Keith Koszarek:** Two years ago, they had 14 local employees in Finance to now only have 2 employees as they have outsourced to the Philippines. Keith also noted a trend of accountants transitioning from private to public accountants, which requires adjusting to different work pace and deadlines. Stressed the necessity for foundational bookkeeping skills to understand and operate new accounting technologies effectively.
- **Jean Schult:** Stressed the importance of experience in identifying trends and errors in financial reports, advocating for senior level staffing over entry-level hires. She emphasized the balance between basic knowledge and practical application in accounting education.
- **Rob Gilles:** Their entire accounts payable process is automated which involves electronic scanning, approval processes, and outsourcing to India, which was necessary due to recent turnover.

What is needed in Accounting Education?

- **Rob Gilles:** He highlighted the necessity for maintaining roles in general ledger management and financial publishing. There is still a critical need for analysts capable of detecting inconsistencies in financial reports to prevent operational errors.
- **Keith Koszarek:** Suggested expediting the time it takes to teach the foundation classes by potentially moving these courses to 4 weeks instead of 8 weeks as they primarily need people with senior level experience.
- **Mary Strand:** Many employees just want to do accounts payable, but at this time we need personnel to understand how software applications relate to different accounting reports and the workings of ERP systems. She also recommended starting internships as early as freshmen year so when they are ready to graduate, they already have experience. She also recommended going to high schools to draw excitement and interest early.
- **Jean Schult:** She needs employees ready to analyze reports and documents upon hire. She advised our instructors to take a deeper look into curriculum to determine if everything being taught is still necessary in the industry.
- **Nicole Lipinski:** Stated that it would be helpful to possibly teach backwards; software now does most of the accountant's job so possibly show the reports and have students work backwards to analyze the data to find errors and what is going on in the reports.

Instruction Area/Program

Enrollment Updates

- **Yang Yee Xiong:** There are currently 200 students in one of our accounting programs. We currently have 40 new students accepted into one of the Accounting Program's Associate Degree, Technical Diploma, or Certificate programs.

Program Updates

- **Sydney Fritzel**
 - Tax Preparer Certificate: In Fall 2024 there will be a new Individual Tax Preparer Certificate available. This will be a total of 16 credits and using classes we currently offered. It can technically be completed in one semester, but the VITA class is only offered in the spring.
 - VITA: We recently wrapped up this free tax service to the community. With the help of accounting faculty and a community volunteer, our 5 students helped with 80 federal tax returns and 23 state tax returns. While a few clients were disrespectful this year, 98% of the clients were very kind and our students were very professional and responded well to some challenging situations. Each student processed at least 10 returns each. Next year we will be switching the time of the appointments to be earlier from 2pm-6pm due to safety concerns.
- **Sara Hill**
 - QuickBooks: During the Fall 2024 advisory committee, we will be proposing a change in the type of credits that compose QuickBooks 1 & 2. Currently both courses are comprised of "lecture" credits which are 18 hours of instruction when a portion of the each course should technically be "lab" credit which is actually 36 hours of instruction. We will be asking the committee's approval for this proposed change:
 - QuickBooks 1 (1 credit) **.5 lecture, .5 lab**
 - QuickBooks 2 (2 credit) **1 lecture, 1 lab**
 - Managerial Accounting 2: This is a class the committee asked for more information on during our fall 2023 meeting. The name recently changed from Cost Analysis. In this class, students take a look at financials statements, analyze reports, compare income statements and balance sheets, look for trends, do budgeting, capital investment analysis, etc. This is a more advanced managerial accounting and from a review standpoint. This gives students an in depth look at the difference between financial accounting and managerial accounting.
- **Lisa Peterson**
 - AI Initiatives at NTC: NTC is determined to stay ahead of the curve when it comes to AI in education and figuring out how to use AI in a learning environment. While many programs already use AI, NTC would like to integrate AI into 50% of our associate degree programs by Fall 2024 and into 100% our programs by Fall 2025. The biggest challenge for students is learning to communicate with AI and using effective prompts. We are also looking at creating an AI certificate and our Workforce Training and Professional Development division will be hosting AI exploration workshops.



Next meeting schedule & agenda items discussion

The next meeting will be held on a Wednesday, October 2nd, 3:00PM-4:30PM

2024 Spring Human Services/SUDC Advisory Committee Meeting Minutes

Date: May 3, 2024

Time: 12:00 pm - 2:00 pm

Location: A232 & Zoom

Zoom Meeting Link: <https://ntc.zoom.us/j/87436379302>

Attendees

Industry Members:

- Melissa Moore- Owner, Certified Prevention Specialist, M3 Consulting, LLC ZOOM

NTC Team:

- Laura Ahonen- Associate Dean of Allied Health and Human Services
- Leah Attoms- Administrative Assistant, Health Sciences and Community Services
- Dr. Tammy Gorski- Faculty, Human Services
- Jessica Katcher- Advisor, Student Success
- Dan Knoblock- Human Services Faculty, and Director of Traffic Safety Programs
- Christina Lucas- Faculty, Substance Use Disorder Counseling
- April McHugh- Faculty, Substance Use Disorder Counseling
- MaiGer Moua- Advisor, Promise and Student Services
- Maria Pernsteiner- Learning Coordinator, Health Sciences & Community Services
- Sandie Shorey – Administrative Assistant, Health Sciences & Academic Excellence
- Renee Wadzinski- Instructional Assistant, Substance Use Disorder Counseling

Welcome Introductions

Meeting called to order by Laura Ahonen, Associate Dean of Allied Health and Human Services, at 12:05 pm. Laura 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 meeting (11.17.23) Mai Ger Moua needed to be added to the minutes from the fall meeting. Sandie made that correction to the 11.17.23 meeting minutes.

Workforce Training and Professional Development

Laura spoke briefly, in the absence of WTPD staff, about the Workforce team offerings. WTPD has been focusing on offering Life Enrichment & Community Courses such as Art courses, dance courses, music courses and nature courses. Topics coming soon include: CPR/First Aid Certification, Creative Problem Solving: The Design Thinking Model, and Dance/Art/Beekeeping. If you are interested in finding a new hobby, or honing your skills, check these classes out!

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 the post meeting e-mail.

College-Wide Initiatives

Power Point of College-Wide Initiatives was reviewed by Associate Dean of Allied Health and Human Services, Laura Ahonen, including discussion of two new programs (Medical Administrative Professional AD and Sterile Processing Technician Certificate-a pipeline program to Surg Tech, as well as the newly developed Respiratory Therapy program).

Additional items discussed include: NTC Accreditation (HLC Accreditation Update-NTC received full re-accreditation), Mind Treckers (will take place again in 2026-every other year), Dental Program Highlights, an update on the Sawmill Wood Technology Center for Excellence expansion (partnership with UWSP), an update on the Forensic Science Center (ground breaking May 2024 with a construction process of up to 1 year), and a brief review of CIP/SOC codes. She also reviewed Student Support resources available, including Health Services via Telehealth.



Student Support
These resources are available to our students

- Unlimited access to free mental health services through **The Virtual Care Group** (thevirtualcaregroup.com/ntc or 866.533.1827)
- The **Advising Specialist** can help connect the student with other emergency financial, computer and community resources
- **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.

*Let program faculty know if you have a student in need that you feel could use one of these services.

Enrollment Report

There are a total of 278 students who are enrolled in the Spring term. (Tammy)

- ❖ They have HS/SUDC programs as an active academic program.

Program Information

- SUDC internship sites
 - Struggling to find Wausau sites- only 1 remaining
 - Some we used prior are now moving to only accepting Master's level
 - Master's students are billable time-this was mentioned as a possible reason for this change
 - We need help identifying more; will be reaching out to some we know of.
- Shared Program with Fox Valley (25 students currently)
 - Students can take online or via ZOOM; Take gen eds through FVTC
 - Can use resources at both campuses
 - Agreement is renewed for this upcoming season; Fall 2025- we are hearing word that they will have their own program. We don't get the transcripts until semester is over
 - The students we have will finish the program through the shared program

- Program Mapping- looks at overall program and how it relates back to program outcomes
 - How and where are the students learning key concepts
 - Motivational interviewing
 - Inclusive language
 - ❖ How do we shift language to be more inclusive?
 - ❖ Example: using the word addict versus person with substance abuse disorder)
 - Bonus of interns is they bring this new, current language and mindset
 - Self-disclosure
 - SMART goals
 - Artificial intelligence (AI)
 - Motivational interviewing
 - We can set markers to identify which interviewing skills they are using
 - Will purchase a tool called Simmersion
 - ❖ Will give feedback on interactive sessions
 - ❖ Students can practice in the module and get immediate feedback
 - Human sexuality concepts
 - The Human Sexuality course was not approved to add back into the curriculum during the last curriculum modification.
 - Human Services and SUDC team mapped out in classes where human sexuality concepts would be addressed in the SUDC Associate Degree program.
- Advocacy & Social Justice Specialist (26-credit Technical Diploma)
 - Advisory board jointly agreed that there is continued support for this technical diploma program
 - This is a collaboration with Criminal Justice
 - Got curriculum developed and this is now with WTCS for approval
 - In a good position to choose one of the 3 AD programs after the completion of this TD
 - ❖ Advising is very excited about how this “ladders” into existing AD Programs
 - ❖ Can get the knowledge provided through the TD to launch them into the AD program
 - ❖ Provides both access to financial assistance and key knowledge
- High School Academy: Human Services
 - Collab with K-12
 - Launching for the Fall 2024
 - Compilation of courses they can take online
 - Advisor - we worked Tracy Ravn

Industry Trends

- M3 Consulting, LLC/Taylor County Health Department
 - Mentioned maybe public health departments would be a possibility for internship sites
 - Secondary Traumatic Stress training-working with WTPD
 - Working with Leslie at Taylor County HD to put together training in Jan 2025
 - Multi-part series on drug trends
 - Alcohol, vaping, OTC supplements
 - If you have desired topics, reach out to Melissa
 - Will be hosting an intern
 - Students wanting to be part of the Medical Reserve Corp in Taylor County, reach out to Melissa
 - Drug trends training with Melissa Moore is a Live Workshop - registration through NTC Workforce by end of next week!
 - *Date:* June 18, 2024; 9:00am-11:30am
 - *Place:* virtual or at NTC-Medford

- Wounded Helper: Understanding Secondary Traumatic Stress, Self-Care and Creating Healthy Boundaries with Scott Webb - September TBD - virtual with option of 2 different 90-minute sessions - more details coming soon!
- Scott Webb from the state is retiring in early Oct
- Co-Occurring Disorders with Sheila Weix (tentative) - November/December TBD - virtual or at NTC-Medford - hoping for finalization by end of June
- Need for Community Health Worker/Navigator/Supportive Position
 - Partners are talking about the need for this position
 - Would need some sort of credentialing, not necessarily a degree
 - Block grants, etc. continue to come in so these positions would likely not pay very well depending on the county
- The Good News Project
 - Increase in volunteers-they do need special attention & extra time
- Women's Community update
 - New Refugee Outreach Advocate, Masiha Rahimi
 - Primarily working with the Afghan community and doing outreach with newcomers.
 - Collaborating with other agencies to offer services to individuals and families.
 - Pride Kickball Tournament – June 29th (flyer will be attached to email)
 - June 15th is World Elder Abuse Awareness Day
 - October-Domestic Violence Awareness Month- watch beginning in September for details on events
 - Internships – they are full for summer and fall. Accepting applications for Spring semester and summer/fall 2025.
 - Trends
 - Longer stays in shelter.
 - Increased requests from unhoused population
 - Increase in number of people requesting civil (restraining orders, divorce, and child custody support) and criminal justice support (police reports, support at criminal court hearings)
 - Continue to see victims through both SANE programs at both the hospitals as well as child victims and their family members through the CAC
- SUDC internship sites
 - Decrease in the number of SUDC internships- went from 5 or 6 down to 1
 - North Central Health Care Center has redone things and it appears they are not taking students below Master's Level for substance abuse counseling training
 - Our students are being hired there in different program areas, but they are not allowing them to be brought on for internship
 - Can technology help to bring on interns just to observe, not to treat them; could even be in an observation room
 - Possible other sites to look at for internships
 - ❖ Methadone clinics (Wausau Comprehensive Treatment Center)
 - ❖ Inpatient treatment centers
- Shared Program with Fox Valley
- Seeing other drugs in the community
 - Psychedelics
 - These are not getting picked up in drug tests

Program Modifications Discussion

- NTC will continue to work with Fox Valley Technical College (FVTC) with the shared Human Services program.
 - This agreement will continue for another two years.

Facilities/Equipment

- Helping Skills Lab update (using this for some classes)
 - Ordered disposable ear buds so they can use them for facilitating as well as transcribing
 - Considering the purchase of another large monitor for the lab.
- **Other Discussion**
 - Focus shift to early intervention- Prevention Specialist Credential (CE) We are at both this and community Health Worker
 - Do we need field experience if everyone is going for their Bachelors or masters?
 - Action Items: Is there anything that staff at NTC needs from a capacity building standpoint
 - Clinical supervisor training would be helpful-big need (4 hours- every other odd year)
 - The team needs to go over the Advisory Committee roster and update as well as suggest new Industry Partners

Next Meeting Schedule & Agenda Items Discussion

The date for the 2024 fall meeting has not yet been set. The group will be notified via email of this date once fall approaches. We used to have meetings in Nov/April, so we can go back to that. Meeting adjourned at 12:45 pm.

Advisory Committee Meeting Minutes

Advanced Manufacturing Advisory Committee



May 7th, 2024 | 3:00pm to 5:00pm | STEM Center/Zoom

Meeting Attendees

Industry Members:

- T Brady Hoes – Loos Machine & Automation, LLC
- Gary Gerbert – Norlen
- Ryan Hall – Great Lakes Cheese
- Brandon Rindfleisch – A&B Process Systems Corp.
- Scott Bouchard – Creative Automation, Inc.
- Bill Huebsch – Greenheck Fan Corporation
- Kourtney Vanderploeg – Volm Companies
- Dave Tanger – Marathon Technologies
- Rick Smith – Greenheck Fan Corporation
- Jennifer Marzu -Borregaard
- Mike Lawyer – Complete Control Solutions
- Brian Vanden Heuvel – Wausau Tile
- Paul Kakes – Volm Companies
- Morgan Wirkes – Greenheck Corporation
- Rob Livingston – MP & C

NTC Team:

- Iain Cameron - Dean
- Ken Parker - Associate Dean
- Travis Allen - Faculty
- Ben Knospe – Faculty
- Tom Rodemeier – Coordinator, Engineering & Technology
- Brenda Tincher – Administrative Assistant
- Sue Clark – Administrative Assistant

Welcome

Ken Parker welcomed everyone to the meeting and thanked them for attending. Ken introduced Tom Rodemeier, the new Coordinator, Engineering & Technology. Tom explained he will be focusing on transfer pathways into/out of NTC programs.

Previous Meeting Information and Updates

The previous meeting minutes were distributed in advance for the committee to review. No questions or concerns were raised.

Enrollment Report

Ken shared the current enrollment information:

- Electromechanical Technology:
 - 1st semester – 9 students
 - 2nd semester – 15 students
 - 3rd semester - 10 students
 - 4th semester – 10 students
- Automation Systems Technology:
 - 1st semester - 4 students

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- 2nd semester - 4 students
- 3rd semester - 3 students
- 4th semester - 2 students

- Manufacturing Engineering Technology – 37 students
- Safety Engineering Technology – 7 students
- Smart Manufacturing technology – 1 student

Program Modifications

Supporting information:

- Ken shared these modifications with the committee to explain the thought process and to get as much feedback as possible so NTC can better serve students and be more efficient.
- Ideally, modifications will be processed in Spring 2024 and be in place for students for the 2024-2025 school year.

Proposed changes:

Automation Systems Technology

- Vision Guided Robotics (10620174) course name and number to be changed to Collaborative Robots and Vision (10664115) to more accurately reflect the use of collaborative robots (cobots) in the Automation Systems curriculum and the use of other visual technology for inspection and quality control.
- Factory Talk ME Visualization Foundations (10664102):
 - o Course name to be changed to Human Machine Interfacing to more accurately reflect the use, now and in the future, of software other than Factory Talk.
 - o The description to be changed to more accurately reflect the wider variety of equipment used and to allow for future adaptations of equipment without the need to change course descriptions repeatedly.
 - Current description: Explores the foundations of using Factory Talk View Studio Machine Edition to program a PanelView Plus 7 terminal. Learners will learn to configure communications with Logix Programmable Controllers, configure project settings, create and edit displays, create tags, browse controller tags, global objects, global connections, trending, data logging, alarms, and animations.
 - New description: Explores the fundamentals of Human Machine Interface (HMI) software and hardware. Students will learn about configuring communication

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with programmable controllers and project settings. Students will create and edit displays, browse tags, and/or global objects and connections. Additional topics include trending, data logging, alarms, and animations.

- Capstone Cell Integration (10664107)
 - o Allotment of lecture and lab course hours to be adjusted.
 - o Prerequisite of Collaborative Robots and Vision (10664115) to be added.

Electromechanical

- Electromechanical Projects (10620145) allotment of lecture, lab, and independent hours to be adjusted.
- Servo Systems 3 Advanced Position Control and Integration (10620163) Pre/Corequisite to be changed:
 - o Current: Servo Systems 2 Motion Control Systems (10620162)
 - o Proposed: PLC 6 PLC PAC and PC Automation Integration (10620169)

Manufacturing Engineering Technology and Safety Engineering Technology

- Informational: Economics has been replaced by Microeconomics as a general education requirement.
- NTC will be reviewing the programs' credential options for relevancy and alignment to industry needs.
-

NTC College-Wide Updates

- The committee was sent a PowerPoint showing the College-Wide Updates. The committee had no questions or concerns about the updates.
- NTC underwent a review by the Higher Learning Commission (HLC) in early November 2024 and received the highest possible rating, which is "Met" in all 5 Criteria, all 18 Sub-Criteria, and the entirety of the Federal Compliance Review.

Industry Discussions

- High demand and backlogged orders are prevalent across most industries.
- The industry's growing need for automation is driving a high demand for relevant skill sets.
- Iain and the committee reached a consensus that NTC should investigate the integration of offline programming and/or offline troubleshooting into the Automation courses.
- Many of the industry partners continue to expand their capacity.
- The need to hire Electromechanical and/or Automation Technicians is generally present, even with employers who are not expanding.

Advisory Committee Meeting Minutes

Advanced Manufacturing Advisory Committee



May 7th, 2024 | 3:00pm to 5:00pm | STEM Center/Zoom

Classification Codes

The committee received an overview of naming and coding classifications from the U.S. Department of Education and the U.S. Department of Labor regarding the programs offered. They discussed a list of standard occupational classifications (SOC) and provided feedback. NTC is reviewing this information, particularly for career occupations that overlap between programs, to determine if any changes are needed such as additions, deletions, or reclassifications.

APPLIED ENGINEERING TECHNOLOGY

ASSOCIATE DEGREE PROGRAMS

Manufacturing Engineering Technology (Official WTC5 title is Applied Engineering Technology) 10-623-7 (NTC & WTC5) Manufacturing Engineering Technology/Technician 15.0613 (US Dept of Ed CIP)		
SOC Code (US Dept of Labor)	Occupation Name	Notes
17-2112	Industrial Engineers	Add (traditionally bachelor's)
17-3026	Industrial Engineering Technologists and Technicians	OK

Safety Engineering Technology 10-449-3 (NTC & WTC5) Industrial Safety Technology/Technician 15.0703 (US Dept of ED CIP)		
SOC Code (US Dept of Labor)	Occupation Name	Notes
17-3026	Industrial Engineering Technologists and Technicians	Delete (more specific to MET above)
19-5011	Occupational Health and Safety Specialists	OK

EMBEDDED TECHNICAL DIPLOMAS

Industrial Safety Engineering Technician 31-623-2 (NTC & WTC5) Industrial Safety Technology/Technician 15.0703 (US Dept of ED CIP)		
SOC Code (US Dept of Labor)	Occupation Name	Notes
17-3026	Industrial Engineering Technologists and Technicians	OK
19-5011	Occupational Health and Safety Specialists	OK

Quality Manufacturing 30-623-8 (NTC & WTC5) Quality Control Technology/Technician 15.0702 (US Dept of Ed CIP)		
SOC Code (US Dept of Labor)	Occupation Name	Notes
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	OK

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APPLIED ENGINEERING TECHNOLOGY

WTCS)		
Environmental/Environmental Health Engineering 14.1401 (US Dept of Ed CIP)		
SOC Code (US Dept of Labor)	Occupation Name	Notes
11-9041	Architectural and Engineering Managers	Delete
17-2081	Environmental Engineers	Delete
17-2111	Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	Delete
25-1022	Engineering Teachers, Postsecondary	Delete
17-3025	Environmental Engineering Technologists and Technicians	Add

WTCS)		
Industrial Technology/Technician 15.0612 (US Dept of Ed CIP)		
SOC Code (US Dept of Labor)	Occupation Name	Notes
17-3026	Industrial Engineering Technologists and Technicians	OK

Automation, Electromechanical, Smart Manufacturing

<u>ASSOCIATE DEGREE PROGRAMS</u>		
Automation Systems Technology 10-664-1 (NTC & WTCS)		
Mechatronics, Robotics, and Automation Engineering Technology/Technician 15.0407 (US Dept of Ed CIP)		
SOC Code (US Dept of Labor)	Occupation Name	Notes
17-3024	Electro-Mechanical and Mechatronics Technologists and Technicians	OK
Electromechanical Technology 10-620-1 (NTC & WTCS)		
Electromechanical/Electromechanical Engineering Technology/Technician 15.0403 (US Dept of Ed CIP)		
SOC Code (US Dept of Labor)	Occupation Name	Notes
17-3012	Electrical and Electronics Drafters	Delete
17-3024	Electro-Mechanical and Mechatronics Technologists and Technicians	OK
Smart Manufacturing Technology 10-664-3 (NTC & WTCS)		
Automation Engineer Technology/Technician 15.0406 (US Dept of Ed CIP)		
SOC Code (US Dept of Labor)	Occupation Name	Notes
17-3023	Electrical and Electronic Engineering Technologists and Technicians	OK
17-3024	Electro-Mechanical and Mechatronics Technologists and Technicians	OK

Advisory Committee Meeting Minutes

Advanced Manufacturing Advisory Committee



May 7th, 2024 | 3:00pm to 5:00pm | STEM Center/Zoom

EMBEDDED TECHNICAL DIPLOMAS

Industrial Automation 30-664-1 (NTC & WTCS) Mechatronics, Robotics, and Automation Engineering Technology/Technician 15.0407 (US Dept of Ed CIP)		
SOC Code (US Dept of Labor)	Occupation Name	Notes
17-3024	Electro-Mechanical and Mechatronics Technologists and Technicians	OK

Industrial Electronics and Maintenance Technician 31-414-7 (NTC & WTCS) Industrial Electronics Technology/Technician 47.0105 (US Dept of Ed CIP)		
SOC Code (US Dept of Labor)	Occupation Name	Notes
49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	OK
51-9141	Semiconductor Processing Technicians	Delete

Next Meeting Details

The proposed dates and times for the Fall 2024 meeting will be forwarded to the committee at a later date.

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Board of Trustees Upcoming Meetings + Events – 2023-2024

Updated: 5/8/24

Date	Event	Troy Brown	Sherry Bunten	Tuona Crowder	Michael Endreas	Tom Felch	Keith Langenhahn	Charlie Paulson	Paul Proulx	Heather Renzelmann
2023										
MONDAY July 10	Annual Organizational Meeting	X	X	E	X	X	E	E	X	X
July 20-22	WTC DBA Summer Meeting (Canceled)									
August 15	Regular NTC Board of Trustees Meeting	X	X	E	X	E	X	X	X	X
September 19	Veterinary Technician Learning Lab Ribbon Cutting <i>(Agriculture Center of Excellence)</i>		X			X		X	X	
September 19	Regular NTC Board of Trustees Meeting <i>(Lunch at 12:00 p.m. following Ribbon Cutting)</i>	X	X	X	X	X	E	X	X	X
October 17	Regular NTC Board of Trustees Meeting	X	X	X	X	X	X	X	X	X
October 25-28	WTC Legal Issues Seminar (WCTC)								X	
November 7	Board Retreat + HLC Site Visit (8:30 a.m. – 1:00 p.m.)	X	X	X	X	X	E	X	X	X
December 5	Health 4.0 Ribbon Cutting		X			X		X	X	X
December 5	Regular NTC Board of Trustees Meeting <i>(Lunch at 11:45 a.m. w/Foundation Board)</i>	X	X	E	X	X	X	X	X	X
December 9	Graduation (10:00 a.m. @ The Grand Theater)					X			X	
2024										
January 9	Regular NTC Board of Trustees Meeting	X	X	X	E	X	E	X	X	X
February 6	Regular NTC Board of Trustees Meeting	X	X	E	X	X	E	X	X	X
March 12	Regular NTC Board of Trustees Meeting	X	X	X	X	E	E	E	X	E
March 19	WTCS Celebrates Ag Day (10:00 a.m. – 1:30 p.m.) <i>(Agriculture Center of Excellence)</i>				X				X	
March 22-23	WTC DBA Spring Meeting (Rhinelanders – NATC)								X	
April 9	Regular NTC Board of Trustees Meeting <i>(Medford Campus)</i>	E	X	X	X	X	E	X	X	X
April 18	WTCS Ambassador Banquet <i>(Wilderness Resort, Wisconsin Dells)</i>								X	
April 19	WTC DBA Trustees Breakfast								X	

	<i>(Wilderness Resort, Wisconsin Dells)</i>									
May 7	Regular NTC Board of Trustees Meeting	X	X	E	X	X	E	E	X	X
May 18	Graduation <i>(9:00 a.m. @ Wausau West Fieldhouse)</i>	X		X					X	X
June 4	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 1:00 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.



DSPS Awards Youth Firefighter Training Program Grants

Program introduces high school students to exciting opportunities in the fire service

The Wisconsin Department of Safety and Professional Services (DSPS) has officially announced the four winners of a grant that funds youth firefighter training. The Youth Volunteer Firefighter Training Program aims to boost recruitment in fire departments by introducing fire service careers to students across the state.

The program provides the winners a combined \$75,000 in grant funding.

Fox Valley Technical College will receive \$15,405 toward a High School Fire program, through which FVTC will offer a Firefighting Principals course at the college, part of a partnership with nine area high schools and fire departments. Through the four-credit course, will learn fire behavior and fire control techniques, and meet all requirements of Firefighter I certification in Wisconsin.

Kewaunee County Junior Firefighter Program will receive \$24,525.

Madison Area Technical College will receive \$10,070 to expand the availability of its NextGen Responders Academy, which enrolls up to 24 students in both the Spring and Fall of each academic year. Madison College will use the grant money to purchase turnout gear in outlying sizes to expand

See Firefighter Grants, page 15

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Firefighter Grants

Continued from page 1

program availability and improve the safety of participants. Northcentral Technical College will receive \$25,000 toward its Youth Firefighter Academy.

Recruitment and retention have become key issues for nearly all Wisconsin fire departments but particularly the all-volunteer stations in many rural communities. The Youth Firefighter Grant Program is designed to help address these concerns by exposing high school students to career and volunteer opportunities in the fire service at a time when they are making decisions about their future careers and endeavors.

In addition to responding to calls, Wisconsin fire departments provide fire prevention education to schools and community groups across the state. They also partner with organizations working to support living in place for older adults, provide critical demographic information, and offer support during weather emergencies and natural disasters like floods, tornados, and wildfires.



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BRIAN WILSON/THE STAR NEWS

Students from Medford, Rib Lake, Gilman and the SOAR program participated in a reverse job fair on April 25 as part of the Taylor County Transition Day. Representatives from businesses spoke to the students about job interests and skills.

Taylor County Transition Day with reverse job fair held

Taylor County Transition Advisory Council recognizes all of the students, school staff, employers, and transition agency representatives who attended our 12th annual Taylor County Transition Day which featured for the second year a Reverse Job Fair held at Medford Area Senior High School held on Thursday, April 25.

Those in attendance helped promote the transition of students age 14 and older with "What's Next After High School?" through postsecondary transition planning, resources, DVR enrollment, supported decision making vs guardianship, college accommodations, job interviewing skills, and employment opportunities.

Students from Medford Senior High School, Rib Lake School District, the SOAR 18-21 Consortium of Medford, Colby, Gilman, and Phillips and the Gilman School District participated in the event.

Participating employers included: Black River Industries, Hawkins Ash, Weather Shield, The Star News, Nestle, Medford Area Elementary School and Aspirus Health.

Transition Agencies represented at the event included, Aging and Disability Resource Center, Black River Industries, Children's Resource Center, Department of Vocational Rehabilitation (DVR), Midstate Independent Living Choices, My Choice Wisconsin, Northcentral Technical College, Northwest Wisconsin CEP, Opportunity Development Center, Taylor County Human Services and Medford Area Public School District.

For more information on postsecondary transition planning and transition resources please contact any of the transition agencies.

It's Derby Time Starting at 3pm
at PBR's LOUNGE AROUND
SAT., MAY 4th
Pick A Horse To Win
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 Open Wed.-Fri. 11am-Close Sat. 1pm-Close

22nd Annual WALLEYE TOURNAMENT **CAMP 28**
May 18, 2024 | 7:30am - 3pm

80% payback to contestants in cash and door prizes!	Entry Fee: \$100 per team (2 person teams)	Junior Entry: \$50 per team (2 person team, 18 & under)
--	---	--

Remaining proceeds to benefit Fish & Game for restocking and other projects
 Contact: redneckamage13@gmail.com or (715) 905-0706

Early breakfast buffet for contestants 6am

SMOKE WAGON BAND 7pm - 10pm

AFTER PARTY DJ HOWIE | 10pm

151895



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Escalera named Abbotsford Lions Club Student of the Quarter

FOR HUB CITY TIMES

ABBOTSFORD -- Abbotsford High School senior Briseida Escalera has been named the Abbotsford Lions Club Student of the Quarter for the fourth quarter of the 2023-24 school year.



Bri Escalera, Abby High School, Abbotsford Lions' Student of the Quarter for the fourth quarter of the 2023-24 school year.

BL Images+ photo

Escalera carries a rigorous class schedule that includes Written Communication, Accounting I, Independent Art & Design I, Band, and NTC Health Academy, which includes Medical Terminology, General Anatomy & Physiology, Basic CPR & Life Support, and Introduction to the HESI Exam. Her co-curricular activities include National Honor Society, Student Senate, FBLA, Spanish Club, Forensics, and Jazz Band. She is also a member of the volleyball, basketball, and track and field teams.

Abbotsford District Administrator, Ryan Bargender, highly recommended her for the Student-of-the-Quarter award. "Briseida is an active participant in our school community," Bargender stated. "She is a three-sport athlete and member of various school clubs, yet she still makes her studies a priority. She is a tremendous student, having achieved High Honors each semester in high school and challenging herself academically by completing eight college level courses. Her 3.937 GPA ranks her fourth in her class of 61 students. Also active in the Abbotsford community, she is a go-getter and a natural leader. She likes to help those in need and is a role model for younger students. She is determined, hardworking, and dependable and takes pride in her work, doing all this with a smile on her face."

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

See **ESCALERA**
page 8

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ESCALERA

from page 4

has been actively involved by working the food pantry and helping with catechism in the Hispanic community for St. Bernard’s Church, coaching youth basketball, helping with alumni basketball tournaments, assisting with the Red Cross Blood Drive, serving at the FFA Dairy Breakfast, and participating in the Abbotsford Christmas Parade.

When asked to identify an outstanding feature of the community, Briseida applauded the Abbotsford School District’s Dual Language program, stating, “Our school brings in multiple students of different race and ethnic backgrounds. This program teaches Spanish and English, the predominate languages in our school, providing greater opportunities

for students to grow and enhance their learning, adding to their educational success.”

When asked to define a major world problem, Escalera responded, “I would confront hunger and malnutrition. There are too many children in this world who suffer because of the lack of food and aren’t as fortunate as I am. I would do whatever I could to help provide adequate nutrition and let them know others care.”

Briseida currently works at McDonalds. After graduation, she plans to attend Chippewa Valley Technical College, enrolling in the Diagnostic Medical Sonography program. Due to a year-long waiting list for this program, she plans to enroll in the Phlebotomy program to gain more certification and skills.

She is the daughter of Selenia Espino and Rogelio Escalera.



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Wausau West Student Places 2nd in the CWIMA Machine Tool and Welding Competition; Earns \$1,250 Scholarship

A Wausau West High School student placed second in the Central Wisconsin Manufacturing Alliance's (CWIMA) 2024 Machine Tool and Welding Competition! Samuel Schumacher will receive a \$1,250 scholarship.

This competition featured 27 competitors from 7 different schools. According to CWIMA, the scholarship awards can be used in related manufacturing fields at either Mid-State Technical College or Northcentral Technical College.

In addition to that recognition, Schumacher placed first in Precision Machining at the State SkillsUSA competition in Madison. He also participated in the Woodworking Display. SkillsUSA is a partnership of students, teachers, and industry working together to ensure America has a skilled workforce. It provides educational programs, events, and competitions that support career and technical education (CTE) in the nation's classrooms.





ATHLETE OF THE WEEK

Nicholas Kriegel, a Senior at Merrill High School, has been named Athlete of the Week. This is the start of the sixth year Nicholas has been a member of the Bluejay Trap Team. He started learning to hunt and shoot with his father and to learn responsible gun handling from the time he was very young, he said. Most recently, Nick shot a perfect 25 in Trap competition and currently holds the #1 seat on the Bluejay Trap Team. Nicholas has also been a member of the Merrill JV Golf Team for the last four years.

At school, Nick's favorite class is math, and he is a part of the Youth Apprenticeship program and works for J&J Lee Construction. Prior to starting that program in December, he worked the last three years at Nicklaus Farms. He has also been involved in scouting since kindergarten, when he started with Cub Scouts before advancing to Boy Scouts in the fifth grade.

In his free time, Nick loves to hunt - duck, goose, deer, bear, turkey - "You name it, I love to hunt it," he said. He and his friends are often hunting and fishing together or getting ready to go hunting or fishing, hanging out in the woods, and scouting out good locations.

The son of Bill and Sherri Kriegel, Nicholas has a 2.4 GPA and, after graduation, plans to attend **NTC** to enroll in their gas utilities program.



Nicholas Kriegel

Congratulations from these sponsors:



Athletes highlighted in this feature are selected by the Foto News editorial staff, not by the sponsors.

Please direct comments or suggestions to fotonews@mmclocal.com

359762

Seniors earn college credits through NTC partnership

By Edward DuBois

The students of Clark County face a rising bar for competition when leaving high school and deciding whether to continue their education or enter the work force.

In an increasing amount of industries, college degrees are becoming the bare minimum for entry.

Loyal High School is one school that, in partnership with Northern Technical College (NTC), is working to give its students a head start with their futures.

“We have a large number of courses that have dual credit attached to them,” School District of Loyal K-12 school counselor Rebecca Scherer said. “Most of these credits are coming from NTC.”

Scherer described NTC as being an “amazing educational partner” for Loyal High School students.

Juniors and seniors can earn college credits through dual credit (DC) courses, which count a credit towards the student’s high school graduation, and one optional credit offered towards a college degree, with no cost to the student.

The Loyal High School’s 2024-25 course description book outlines if a Loyal High School student successfully completes a DC course and wishes to earn technical college credit for that class, the student will receive an official technical college transcript, which could be transferred to a four-year university.

Current DC courses offered in the course book include DC accounting, DC pre-calculus, DC body structure and function, DC computer applications, DC introduction to animal/dairy science, DC medical terminology, DC web page design and more.

Loyal High School also offers other ways to earn college credits, such as advanced placement courses and CWETN College-Level

courses

“Almost all of our high school students earn dual credits at some point in their high school careers,” Scherer said, “because the majority of our students take DC intermediate algebra with applications.

“In this year’s senior class, we have seniors that have earned as many as 32 college credits.”

“Each course may have different prerequisites,” Scherer said.

In the course description book, there are recommended preparatory courses to take for technical or university admission, as well as general advice like applying early, as some programs at technical schools have waiting lists.

The book outlines a technical college preparatory coursework include four courses in English, four in mathematics, three in science, three in social studies and three to four in technical courses.

For university admission coursework, it is recommended to take four credits of English, four in math, three or more in science, three or more in social studies, two in a foreign language and four or more in college prep electives.

Loyal High School teachers who teach dual credit courses usually have to meet with the technical college (in this, case usually NTC, but Loyal High School also does some dual credit courses with Chippewa Valley Technical College), and have to follow curriculum guidelines set out by the technical colleges.

Some of the courses require students score a certain percentage on final exams, and all courses require the student earns at least a “C” grade before the student can be awarded the dual credit. A student can still earn Loyal High School credit as long as the student passes the dual credit course.

“Some of our dual credit courses are one trimester in length (half a credit),” Scherer said, “and some of our dual credit courses are two trimester in length (one credit).”

Dual credit courses have been around for quite some time. In the past, these courses were called transcribed courses.

The school counselor works with Loyal High School students to create schedules and to make the best educational decisions based on their future plans.

“Teachers and parents are also great information sources for our students,” Scherer said. “I am very proud of Loyal High School and our teachers for being able to offer our students so many opportunities to earn college credits.

“The majority of college credits earned do come from the dual credit program, but not all of the college credits. This year, we also had five seniors who earned six credits of English from University of Wisconsin-Stevens Point through ITV and the Early College Credit Program (there are 14 enrolled in similar courses provided by University of Wisconsin-Eau Claire [...] for next year).

“We also had several seniors earn technical college credits by taking ITV and/or online courses. We have one senior who will be graduating from both Loyal High School and Mid-State Technical College’s Farm Operations program this May. He was able to earn this degree through the Start College Now program.”

These programs are not unique to Loyal High School. All of the area schools that Scherer communicates with have similar programs in their schools.

“I do feel that Loyal has a ton of opportunities considering the size of our school,” Scherer said.

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2024

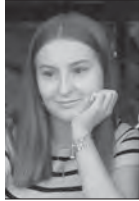
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Wednesday, May 15, 2024 - 2

Introducing the Spencer Class of 2024

TRG



Ke Enfalt-Gunnarsson
Kim Gunnarsson & Elin Enfalt
Host parents: Kelly & Richard Wilke
Medical school



Clelia Foulon-Detrez
Host parents: Lynn & Troy Phillips
Return to France and
go to school for engineering



McKenzie Fuehrer
Tina Kuntz & Steve Fuehrer
Northcentral Technical College
Veterinary Technician



Elexious Gaffney
Undecided



Savanna Giles
Kathrine Giles & Nathan Giles
UW-Stevens Point



Talen Griepentrog
Jenny Schillinger &
Jamie Griepentrog
Workforce - Welding



Tanner Hamer
Kim Strasser & Bailey Backus
Milwaukee Institute of Art and Design
Digital Art and Graphic Design



Kaleigh Humphrey
Stacy Metz & Chad Humphrey
Certified Nursing Assistant



William Jensen
Christine & Steve Jensen
Workforce



Emily Justman
Kassandra & Jon Justman
Edgewood College
Health Sciences - Sonography



Nathan Kieffer
Kristy & Shawn Kieffer
UW-Eau Claire
History and Social Studies Education



Claudia Krause
Krista & Casey Krause
UW-Stevens Point - Marshfield
Nursing



LeeAnn Lang
Tammy & Rick Lang
Northcentral Technical College
Medical Coding



Matthew Latham
Jen Latham & Mike Latham
Northcentral Technical College
Radiography



Spencer Class Officers:

President: Savanna Giles

Vice President: Alexis Mlsna

Class Officers: Aaliyah Bezenyei and Claudia Krause

Student Council Representatives: Nathan Kieffer and LeeAnn Lang

Class Advisors: Sam Buchberger, Alicia Herman, Trevor Stuttgarten



Brooke Leffel
Natalie Leffel & Tyler Leffel
College - Undecided



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The Domain Group



May 15

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Wednesday, May 15, 2024 - 2

Introducing the Spencer Class of 2024

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Nike Enfalt-Gunnarsson
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Host parents: Kelly & Richard Wilke
Medical school



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Return to France and go to school for engineering



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Undecided



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Stacy Metz & Chad Humphrey
Certified Nursing Assistant



William Jensen
Christine & Steve Jensen
Workforce



Emily Justman
Kassandra & Jon Justman
Edgewood College
Health Sciences - Sonography



Nathan Kieffer
Kirsty & Shawn Kieffer
UW-Eau Claire
Honors
History and Social Studies Education



Claudia Krause
Krista & Casey Krause
UW-Stevens Point - Marshfield
Nursing



LeeAnn Lang
Tammy & Rick Lang
Northcentral Technical College
Medical Coding



Matthew Latham
Jen Latham & Mike Latham
Northcentral Technical College
Radiography



Abbie Leichtman
Kristi Chromey & Eric Leichtman
UW-Stevens Point
Physical Therapy



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Brooke Leffel
Natalie Leffel & Tyler Leffel
College - Undecided



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TRG Introducing the Spencer Class of 2024 Wednesday, May 15, 2024



Hannah Reckner
Angela Harless & Kevin Reckner
UW-Stevens Point
Early Childhood Education



Braydin Reger
Christa & Troy Reger
Workforce
then College



Sienna Sallach
Tamira & Nathan Sallach
UW-Stevens Point
Nursing



Chris Schmidt
Amy & Matthew Schmidt
Workforce



Devyn Schmidt
Danielle & Keith Schmidt
Northcentral Technical College
Mechanical Design Engineering



Dailyn Schmitt
Miranda Schmitt & Brian Hoerke
UW-Stout
Graphics Design and Video Game Design




Bodie Schutz
Becca Kanitz & J.J. Schutz
Workforce
Boson Company Inc.




Hayly Smith
Brooke & Clint Smith
Northcentral Technical College
Radiography




Taylor Stange
Tara & Matthew Stange
Northcentral Technical College
Business Management




Isabella van Kerkhof
Patricia Goddijn & Marja van Kerkhof
Host Parents: Lynn & Troy Phillips
College in Netherlands




Savana Weyer
Holly & Jeff Weyer
Take a gap year before moving



Carson Wodiniowich
Jamie Salzwedel & Rick Wodiniowich
Marine Corps



Gage Young
Autumn & Drew Young
Workforce - Stainless Welder
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4 - Wednesday, May 15, 2024

Introducing the Loyal Class of 2024

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Jessica Rathkey & Nathan Collins
Workforce



Peyton Farmer
Becky Farmer & Jeremiah Farmer
Workforce



Connor Genteman
Grace & Jim Genteman
UW-Eau Claire
Actuarial Science



Skyy Hagen
Megan Kitty & Kevin Hagen
Workforce
Loyal Vet Service



Hudson Hanson
Rita & Tim Hanson
Ripon College
Business Management



Isaac Jakobi
Tracy & Denny Jakobi
Mid-State Technical College -
Farm Operation program completed
Custom baling and agricultural
operation



Jayna Jarvis
Leaha & Keith Jarvis
Workforce

Loyal Commencement

May 25, 2024 • 1 p.m. • Loyal High School Gymnasium

Valedictorian: Sheila Tellock

Salutatorian: Leah Kayhart

Class Flower: White rose with maroon tip

Class Officers:

President: Danielle Strey

Vice President: Sheila Tellock

Treasurer: Ashley Schubert

Secretary: Leah Kayhart

Student Council Representatives:

Sam Lathrop, Jacob Schill,

Lydia Bratcher and Kenlyn Young

Class Advisors:

Mr. Erik Adams, Mr. Cale Cuddie and Mr. Scott Schiller



Landyn Johnston
Shanae German &
Andy Johnston
Chippewa Valley Technical College
Architectural Structural Design



Leah Kayhart
Jessica & Paul Kayhart
Northcentral Technical College
Nursing



Samuel Lathrop
Bethany & Vaughn Loos
UW-Oshkosh at Fox Cities
Music



Dane Luchterhand
Jen & Joe Luchterhand
UW-River Falls
Farm and Industry Short Course



Kole Miller
Billee Kersieck
Workforce
Rakovec Concrete



Tyler Nielsen
Felicia & Justin Nielsen
Workforce
Grassland Dairy Products Inc.



Louis Nikolai
Junitta & Todd Nikolai
Workforce
Brost Construction

152004



So Much to Celebrate

8 - Wednesday, May 15, 2024

Introducing the Granton Class of 2024

TRG



Aspen Carroll
Gregory Carroll
Billie Jo Nelson & Matt Nelson
Mid-State Technical College
Undecided



Kara Heiting
Kay & David Heiting
Worthcentral Technical College
Foundations of Education



Anna Kayhart
Julie & Mark Kayhart
UW-River Falls
Agricultural Education



Marshall Kleiman
Shelly Cook
Mid-State Technical College
Farm Operation



Andrew Knoff
Shelly & Paul Knoff
UW-Stevens Point
Media Studies and Cybersecurity



Maya McConkey
Theresa & Stacey McConkey
UW-Stevens Point - Marshfield
Psychology



Madison Melvin
Jodi & Jason Melvin
Workforce



Moy Mendoza
Tammy & David Mendoza
Auto Body Repair



Eli Peterson
Maylee Peterson
Workforce



Abigail Schoessow
Courtney & Dan Schoessow
St. Norbert College
Pre-med/Biology



Caleb Schoessow
Courtney & Dan Schoessow
UW-Stevens Point
Forestry



Aydin Sternitzky
Heather and Jan Sternitzky
Mid-State Technical College
Diesel Mechanic



Marisol Schlinsog
Daniela Alegria Rodriguez &
Scott Schlinsog Jr.
Workforce



Faustina Thomas
Tenille & Wayne Thomas
Mid-State Technical College
Nursing

Granton Commencement

May 25, 2024 • 11 a.m. • Granton Central Gym

Valedictorian:
Abigail Schoessow
Salutatorian:
Anna Kayhart
Class Officers:
President:
Anna Kayhart
Vice President:
Caleb Schoessow
Class Advisor:
Mr. Kevin Pankratz



Laura Vine
Jenny & Brian Vine
Mid-State Technical College -
TIG Welding
Chippewa Valley Technical College -
CDL



Tyler Vine
Angela & Aaron Vine
UW-Stout
Game Design and Development



Valin Zimmerhagl
Reese Zimmerhagl &
James Franks
College
Undecided

Class Flower:
Violet
Class Colors:
Navy Blue and Ivory White
Class Motto:
"Everything will be okay in
the end. If it's not okay, it's
not the end."
- John Lennon
Class Song:
"The Greatest Day of My Life"





Loyal, Tribune Record Gleaner



Kara Heiting

Kara will be attending Northcentral Technical

College to pursue Foundations of Education.

Her hobbies include art and music.

WE ARE SO PROUD!

Grandma & Grandpa B.



Granton Class of 2024



152148



May 15 2024 Page T001 Clip resized 71%

Colby and Abbotsford to hold graduations this weekend

For the first time in a long time, Colby High School will be graduating their senior class before Abbotsford High School as both sets of seniors enter their post-high school careers this weekend.

Colby

The Colby High School Class of 2024 will send 72 seniors into adulthood on Friday, May 17 with their graduation ceremony beginning at 7 p.m. on the football field and track pending the cooperation of the weather.



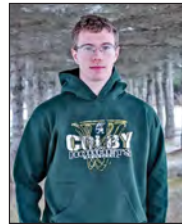
Johnson

Parker Johnson is the class's valedictorian while Joseph Streveler is the salutatorian.

Johnson plans to attend UW-Madison and major in neurobiology. His parents are Lyle and Katie Johnson.

Streveler does not have a plan for after high school as of yet. His parents are Brian and Sara Streveler.

The 2024 class motto is, "Never let success get to your head and never let failure get to your heart," a line from musical artist, Drake. The class flower is the white rose.



Streveler

Abbotsford

Abbotsford High School will hand out 61 diplomas to members of the graduating class of 2024 on Saturday, May 18. The commencement ceremony will take place at 2 p.m. in the North Gym.



Bargender

The valedictorian for the class of 2024 is Blake Bargender. Bargender kept busy throughout his high school career, participating in co-curricular activities including National Honor Society, Mathletes and Safe School Ambassadors. He was also a member of the football and basketball and is currently on the baseball team.

He has been actively involved by helping with the Abbotsford Christmas Parade, Future Falcon Basketball youth camps, Abby Heat Baseball/Softball youth camps and church-related events.

Bargender will be attending UW-River Falls to study civil engineering and play baseball. His parents are Ryan

See **GRADUATIONS**/ Page 2



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2024

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Graduations

Continued from page 1

and Brooke Bargender.

The co-salutatorians are Sydney Falteisek and Sommer Brodhagen.



Falteisek

Falteisek participated in co-curricular activities including: National Honor Society, Student Senate, Safe School Ambassador, FCCLA, FBLA, and show choir. She was also a member of the volleyball and basketball teams and is still on the track and field team.

She has been actively involved by helping with Red Cross blood drives, Salvation Army bell ringing, the Abbotsford Christmas Parade, middle school math tutoring, concession stand, alumni tournament and Special Olympics winter games volunteer. After graduation, she plans to begin her nursing degree through [Northcentral Technical College](#) in Wausau.

She is the daughter of Krista Keech and Darel Falteisek.

Sommer Brodhagen, daughter of Eric and Timoly Brodhagen, is the co-saluta-

torian of Abbotsford High School class of 2024.

Sommer has excelled academically while carrying a rigorous class schedule and maintaining a 3.993 GPA, including [NTC](#) college credit classes during her high school career. She has held leadership roles in extracurricular activities including National Honor Society, Student Senate, FBLA, and yearbook. She is an all conference and all state academic three sport athlete who participated and captained her volleyball and basketball teams and participated at state in track and field.



Brodhagen

Brodhagen has found a love of volunteerism through spring cleanup, organizing club fundraisers and participation in the Abbotsford Christmas & Cheese Days Parades. She also coached youth volleyball and basketball athletes and taught swim lessons.

Sommer is enrolled at UW-Eau Claire in the fall to study Business.



People

Escalera named Abby Lions Student of the Quarter

Abbotsford High School senior Briseida Escalera has been named the Abbotsford Lions Club Student of the Quarter for the fourth quarter of the 2023-24 school year.

Escalera carries a rigorous class schedule that includes Written Communication, Accounting I, Independent Art & Design I, Band, and **NTC** Health Academy which includes Medical Terminology, General Anatomy & Physiology, Basic CPR & Life Support, and Introduction to the HESI Exam. Her co-curricular activities include National Honor Society, Student Senate, FBLA, Spanish Club, Forensics, and Jazz Band. She is also a member of the volleyball, basketball, and track and field teams.



Briseida Escalera

Abbotsford District Administrator, Ryan Bargender, highly recommended her for the Student of the Quarter award.

“Briseida is an active participant in our school community,” Bargender stated. “She is a three-sport athlete and member of various school clubs; yet she still makes her studies a priority. She is a tremendous student, having achieved High Honors each semester in high school and challenging herself academically by completing eight college level courses. Her 3.937 GPA ranks her fourth in her class of 61 students. Also active in the Abbotsford

community, she is a “go getter” and a natural leader. She likes to help those in need and is a role model for younger students. She is determined, hardworking, and dependable and takes pride in her work, doing all this with a smile on her face.”

Escalera’s volunteerism attests to her belief in community service. She has been actively involved by working the food pantry and helping with catechism in the Hispanic community for St. Bernard’s Church, coaching youth basketball, helping with alumni basketball tournaments, assisting with the Red Cross Blood Drive, serving at the FFA Dairy Breakfast and participating in the Abbotsford Christmas Parade.

When asked to identify an outstanding feature of the community, Briseida applauded the Abbotsford School District’s Dual Language program, stating “Our school brings in multiple students of different race and ethnic backgrounds. This program teaches Spanish and English, the predominate languages in our school, providing greater opportunities for students to grow and enhance their learning, adding to their educational success.”

When asked to define a major world problem, Escalera responded, “I would confront hunger and malnutrition. There are too many

children in this world who suffer because of the lack of food and aren’t as fortunate as I am. I would do whatever I could to help provide adequate nutrition and let them know others care.”

Briseida currently works at McDonalds. After graduation, she plans to attend Chipewa Valley Technical College enrolling in the Diagnostic Medical Sonography program. Due to a year-long waiting list for this program, she plans to enroll in the Phlebotomy program to gain more certification and skills.

She is the daughter of Selenia Espino and Rogelio Escalera.

CES STUDENTS OF THE WEEK

The following students were named Colby Elementary School Students of the Week for the week of May 13:

Second Grade: Evan Thieme, Kylie Skubal, Keissy Perez Cabrera, Evy Schoelzel and Luna Velazquez Silva.

COLBY

St. Mary’s PCCW Meeting Minutes

12 Metatah Nis Eneh • Menominee Nation News • Monday, May 20, 2024

Education

Menominee Indian High School Hosts Second Annual Trades and Public Safety Career Day



C. Anderson/Menominee Nation News

Kokomoss White from Mavid Construction speaks to students about trades careers (left), while Carey Wayka from Menominee Tribal Education talks about assistance her department provides for pursuing career and/or higher education.

Christopher Anderson
Menominee Nation News

On the afternoon of May 8, the second annual Menominee Indian High School (MIHS) Trades and Public Safety Career Day was held in the MIHS small gym.

Originating out of Community Engagement Work Groups and the Menominee Tribal Education Department, last year this event first started with the goal of getting more high school kids interested in pursuing careers in the public safety fields of law enforcement, conservation, emergency medical technicians, and firefighting.

And once again Menominee Tribal

Conservation and the Menominee County Sheriff's Office were onsite this year encouraging students to join their ranks after they graduated.

However, it soon turned out that many Trades businesses were also dealing with trying to find younger employees who simply didn't know about what was available or what the work would entail and so they also asked to be included in the event and were also successful and many of the same places returned this year as well.

Many new places also showed up this year or returning entities enhanced on what they provided the last time they visited MIHS.

"I'd say this year went better than expected because this year the school helped us add more to the event," said Carey Wayka, Menominee Tribal Education Student Success Coordinator.

Notably, Menominee Tribal Enterprises (MTE) is trying to get more people to join its workforce, so technically this might have been called Trades, Public Safety and Forestry Day.

"The Forestry Day component was a collaboration of efforts from MTE, UW-Stevens Point, and MIHS who are all partners of the Wisconsin Forestry Careers Coalition. MTE generously donated the logs to be used on the portable sawmill. MTE-Forestry department demonstrated techniques to measure Basal Area, using a Hypsometer, increment borer, and a drone for forest health surveys. MTE-Fuels/Fire Crew demonstrated large equipment from skid steers to UTV's as well as tools used on assignments and in their daily work routine. UW-Stevens Point provided 2 PONSSE simulators for students to get a feel for operating a scorpion-type harvester. UWSP also provided a portable sawmill to cut logs into usable lumber sizes to be used in MIHS Technical Education and Woods classes. The community efforts to create this opportunity of a Forestry Day and Trades Fair is awe-inspiring. Our students hold great potential and this is a great connection to finding their niche," said MIHS teacher Clint Hirschke.

The Menominee Tribal Transportation Department is also another place that often either has a death or large turnover of employees, so they had a station set up outside at this event where people could see a Transit bus and if they wanted to consider becoming Transit drivers.

"We are here to see if people have what it takes to be a school or community bus driver," said Danny Pycatt Service Area Supervisor from Menominee Tribal Transportation.

Another new thing was that several food vendor businesses also set up stations outside: Mike's BBQ, Christie's Salsa and the Lot.

"The purpose of the food trucks is for our students to see different career areas and exposure to people who they know that run a small business. We

want to encourage students to ask questions about how they got started, the benefit of running a small business, the challenges, etc.," Wayka said.

On the Trades ends of things there were representatives from Electricians Local #158 Green Bay; Carpenter Local #1146 Green Bay; Miron Construction; Mavid Construction (involved with Menominee Tribal Community Development on a recent solar panels project); Northeast Asphalt-Green Bay; the Wisconsin Laborer's Union; Bolt Construction; I.B.E.W. Local 288 and the Tribal Labor Advisory Committee and Northcentral Region Highway Construction Skills Training program in the Wisconsin Department of Transportation.

A lot of these careers need corresponding education too, so several colleges were also on-site.

At the local level the Menominee Tribal Education Department was present as was the College of Menominee Nation; and even the Menominee Tribal Early Childhood Services Department was also using the fair as an opportunity for potential recruiting and Menominyou also set up a table to promote itself.

[Northcentral Technical College](#) and [Northwest Technical College](#) brought in some virtual reality simulator technology of some trades careers as did a handful of the trades businesses themselves.

Other colleges present were Fox Valley Technical College, UW-Stout and UW-Stevens Point.

"We are always looking for opportunities to get out there and show students opportunities within the college and broader UW-system," said Caitlin Alba, CNR Recruitment Specialist for the College of Natural Resources UW-Stevens Point.

If people were considering not going to a college but possibly joining the armed services, the United States Marines were also on site, even bringing a pull-up bar for students to try.

The Community Resource Center was also present to provide advice on job seeking be it direct or while working within educational programs.

Tribal Education and MIHS thanks all those who participated and made another year of this event possible.

Thank You

The family of Mark "Rusty" Pyawasay would like to thank and acknowledge all of our family, friends and the huge village of supporters that we've had through this difficult time.

An extra special thanks to those who supported us in numerous ways, food and beverage donations, wood donations for the fire, the generous monetary donations, the fire keepers, the grave diggers, the pallbearers, kitchen helpers and cooks, those who traveled from out of town, and all the offers for help and the support from everyone near and far, we thank you all. The Wolf River Singers, we sincerely thank you for the prayer and for drumming at both the house and the cemetery, Waewaemen!


Special thanks to Dr. Guenther and the staff at The Menominee Tribal Clinic, ThedaCare Medical Center of Shawano and Appleton, St Mary's and St. Vincent Cancer Centers of Green Bay, The Menominee and Shawano Ambulance, everyone at Swedberg Funeral Home and St. Michael's Cemetery, thank you all for caring for Mark as well as you did.

Thank you Gail Diaz, Rusty's sweetheart of many years. Gail, thank you for all you have done for Rusty. It meant so much to him that you were always there, especially as his special person, the one he could go to for advice, and comfort. Also, Greg and Stella Bailey, two very good friends of Rusty's from Suttons Bay, Michigan. Thank you for always keeping in touch with Rusty, and for checking in on him regularly, your friendship was so meaningful to him even from afar.

Mark is deeply missed by so many. Monica (Mark's Daughter) and Mitzi (Mark's Sister) sincerely thank you all for the support.

Auntie Mitzi King, Auntie Jana and Dale Karbon, I am forever grateful for all you did for my Dad. You were the best Sisters and Brother-in-law to Dad. It's because of your loving support, exceptional care everyday, transportation, and always being there for his needs that he was taken care of as well as he was. I love you guys beyond words!

Love your Neice,
Monica



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Emily Duhm
FUTURE PLANS
Northcentral Technical College
(Medical Coding)



Dawson Erickson
FUTURE PLANS
Workforce



Paige Finnegan
FUTURE PLANS
Workforce



Jacob Fritz
FUTURE PLANS
Workforce



Cassidy Frye
FUTURE PLANS
Western Technical College
(Dental Assistant)



Landin Frye
FUTURE PLANS
Workforce



Jovan Garcia
FUTURE PLANS
Workforce



Brooklyn Gruen
FUTURE PLANS
UW - La Crosse (Kinesiology)



Marah Gruen
FUTURE PLANS
UW - Eau Claire (Nursing)



Kasey Jones
FUTURE PLANS
UW - Madison (Nursing)



Austin Knoepke
FUTURE PLANS
Workforce



Tayler Lewerenz
FUTURE PLANS
Arizona State University
(Elementary Education)



Ashlyn Lukas
FUTURE PLANS
Workforce



Madden McCluskey
FUTURE PLANS
Workforce



Colin McKittrick
FUTURE PLANS
Undecided
(Business Administration & Finance)

MHS TOP 10 PERCENT Congratulations To The Entire Class Of 2024



Amber Gonzalez
Pepe & Rebecca Gonzalez
Amber Gonzalez is graduating with honors from Mosinee High School. She has participated in many clubs and sports throughout high school. These include Volleyball, Basketball, Softball, Yearbook Club, M-Club, National Honor Society, Student Senate, and Mosinee Productions Club. This upcoming fall, she will attend the University of Wisconsin - La Crosse where she will major in Exercise Sports Science and minor in Psychology. In hopes of becoming a Sports Psychologist. She will also continue her athletic career by playing for the UW - La Crosse Softball team. She is excited for the future and can't wait to see what UWL has to offer.



Chase Pemble
Jamie & Rebecca Pemble
Chase Pemble will be graduating with high honors from Mosinee High School. Chase has been a part of the National Honor Society, Student Senate, FFA, and FCA. Chase was the vice president of NHS his senior year. He has also been on the cross country and track and field teams throughout his tenure at MHS. Additionally, he has volunteered at the Community Center of Hope Food Pantry since he was young, and is on his way to becoming an Eagle Scout. This fall, he will attend college at Northern Illinois University majoring in Meteorology. He hopes to work either in broadcast meteorology (at a news station) or operational meteorology (at a National Weather Service) once he has graduated from college.



Brenna Dulak
Brian & Nicole Dulak
Brenna Dulak is graduating with honors from Mosinee High School. This fall, she will attend Winona State University to major in Nursing. She has been involved in many clubs and sports over her four years of high school, including, being the president of the Mosinee National Honors Society and the treasurer of her senior class. Brenna was also involved in softball, swimming, figure skating, and dance throughout her life. She is looking forward to meeting new people and opening this new chapter in her life.



Hannah Block
Mitchell Block & Beth Lewis
Hannah Block is graduating with honors from Mosinee High School. Having been a part of National Honor Society, the Student Lighthouse Committee, and an array of community events, she was quite involved with the school and community. This fall, she will attend University of Wisconsin-Stout for a major in interior design and a minor in architecture. She has been accepted into their honors college and hopes to continue her studies in greater depth. Hannah hopes to find college as an opportunity to create more friendships, further her education, continue her volunteer work at a greater scale, and discover more of her capabilities.



Madelyn Wayerski
Michael & Dawn Wayerski
Madelyn Wayerski is graduating with honors from Mosinee High School. During her time in high school she has been involved in Soccer, Cross Country, Basketball, National Honor Society (NHS), Chinese Club, FFA and Youth Apprenticeship. This fall, she will attend UW-Stevens Point where she will major in nursing. She is looking forward to pursuing her future career and meeting new people along the way.



Morgan Simonis
Andy & Christel Simonis
Morgan has been an active member in the Mosinee FFA Chapter for the last 4 years, and served as their Vice President for the last two. She is looking forward to earning her state degree at the state convention this June. She has also been a competitive figure skater with the Mosinee Silverblades for the past nine years, competing both locally and nationally. She hopes to continue excelling in her athletics once in college. This fall, Morgan will be attending [Northcentral Technical College](#) where she will major in nursing. She looks forward to finding a position in the healthcare field and serving the people around her.



Bryn Schroeder
Daniel & Joeclyn Schroeder
Bryn Schroeder is graduating with honors from Mosinee High School. In the fall Bryn will attend the University of St. Thomas, pursuing Pre-Law. Bryn is a part of Student Senate, Yearbook, National Honors Society, and holds numerous officer positions. She also spends her time volunteering in the Big Brother Big Sister program, and in different volunteer activities. Bryn is looking forward to what is to come after graduation, and hopes to graduate law school in 2031.



Allison Pecha
Kory & Wanda Pecha
Allison Pecha is graduating with honors from Mosinee High School. Throughout high school, Allison actively participated in a variety of clubs including Student Senate, the National Honor Society, Mosinee FFA Chapter, and 4-H. In addition to these clubs, she tutored a second grade class at the Elementary School and was part of Youth Apprenticeship working as a Certified Nursing Assistant at Wausau Aspirus Hospital. This fall, she will attend the University of Minnesota Twin Cities where she will be on a Pre-Med track, pursuing a degree in Anesthesiology. Allison is looking forward to starting her next chapter of life in a new state with hopes to have endless opportunities while meeting an abundance of new people.



Emma Leach
Jeffrey & Brandy Leach
Emma Leach is graduating with honors from Mosinee High School. Emma has been a part of the National Honors Society and participated in both Volleyball and Softball throughout high school. Additionally, she volunteers as a camp counselor at Timber Top, a camp for kids with learning disabilities. In the fall she will attend UW-Stevens Point for Chemical Engineering, with hopes of becoming a Process Engineer.



Katelyn Baars
Keith Baars & Amy Schmidt
Katelyn Baars is graduating with honors from Mosinee High School. During her time in high school, she actively participated in clubs such as FCCLA (Family, Career, and Community Leaders of America), Student Senate, National Honors Society, Youth Apprenticeship, and Big Brothers Big Sisters of America. She also participated in varsity basketball and track and field while being selected to the 2023 All-State Track and Field Team. In the fall, she will attend the University of Minnesota - Twin Cities where she will major in finance and obtain a minor in political science. She looks forward to meeting new people and pursuing her future career.



Noah Nechuta
Jason & Angela Nechuta
Noah Nechuta is graduating from Mosinee High School with high honors. He is looking forward to attending the University of Wisconsin Green-Bay this fall. He plans to major in Human Biology and to participate in various related activities. He most looks forward to taking interesting new classes and experiencing new things.



Lauren Ladick
Duane & Renee Ladick
Lauren Ladick is a bright individual who is determined to succeed at virtually anything, as evidenced by her placement in the top ten percent of the graduating class of 2024. Her passion for helping others is evident in her current profession as a Certified Nursing Assistant and will continue into her future career as a nurse. Lauren is eager and excited about her future endeavors, and proud of her accomplishments thus far. She would like to thank those that supported her every day and taught her to never give up.



Macie Hartle
Michelle Hartle
Macie Hartle is graduating with honors from Mosinee High School. Throughout high school, she was an involved student within the school and community by participating in clubs such as Student Senate, FCCLA (Family, Career, and Community Leaders of America), National Honors Society, and Youth Apprenticeship. In the fall, she will attend the University of Wisconsin-Eau Claire, majoring in nursing. She looks forward to pursuing her future career and meeting new people.



Brett Dudel
Trenton & Jill Dudel
Brett Dudel is graduating with highest honors from Mosinee High School. This fall he will be attending college majoring in Computer Science - Cybersecurity. He is looking forward to expanding the breadth of his knowledge while pursuing his passions in woodworking and hunting.



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2024

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Fallos sets the bar high with two diplomas in one week

Isabella Fallos received associates degree from NTC on May 18, will receive high school diploma Friday

BY BRIAN WILSON
NEWS EDITOR



Isabella Fallos, 18, is the daughter of Amber and Josh Fallos of Rib Lake. She recently completed her associates degree through NTC and on Friday will be receiving her high school diploma from Rib Lake High School.

Isabella "Izzy" Fallos is getting ready for her second graduation ceremony within the span of one week.

Fallos will be graduating with her classmates at Rib Lake High School on Friday night. On Saturday, May 18, she received her associates degree in substance abuse disorder counseling from Northcentral Technical College. She is the first student to complete the college degree program through NTC while also a student in high school.

Fallos said it would not have been possible without the support of "a really awesome counselor" at NTC who was able to get her course program set up as well as the support she received from Rib Lake teacher Dan Winkler.

"I want to thank Mr. Winkler for all of his support through my whole journey. He really made a tremendous impact on my life," Fallos said.

Fallos' degree is for counseling people with substance use disorders in the community across age groups.

While other young people her age were in class studying algebra or chemistry, Fallos has spent the last few months working completing the hours of hands-on learning she needs to have to earn the degree. She completed her internship in Wausau, that began in January. In April got a job working in Lac Du Flambeau with students in the school for substance use disorders.

"So that's been really fun," she said. She explained that she is intrigued by seeing how the substances impact your brain and functioning overall.

In order to complete her program and be able to receive her degree from NTC this spring, Fallos had to make some choices. One of those was to transfer from Rib Lake High School into the Rural Virtual Academy.

Rib Lake School District is a member of the consortium of school districts who partner to run the RVA. Under this, Fallos will receive a Rib Lake diploma and was able to participate in extracurricular activities at Rib Lake.

"RVA gave me a little more freedom to have time to do the classes I needed to do and do my internship," Fallos said.

"We try to continually think outside the box to continue to provide high levels of education and best meet the needs of our students," said RVA High School Principal Kathy Alexander. She said that because of RVA's partnership with the Rib Lake School District, and 70 others around the state, they are able to provide opportunities that go beyond what the student would be able to get in a traditional brick and mortar setting.

The process to graduate high school with both an associates degree and a high school diploma did not happen by chance. She began in her sophomore year of high school with the "Start College Now" program which allows high school students to earn a certain number of college credits at no cost to the students. She also took advantage of dual-credit offerings through NTC such as the advanced math classes taught by Rib Lake teacher Craig Scheithauer. These programs and dual credit opportunities allowed her to complete her degree without going into debt, making it manageable to pay as she went. "It certainly made a huge difference," she said.

She said she became committed to wanting to earn her associates degree during the spring semester of her junior year of high school.

Fallos praised the advisor she worked with at NTC who was able to get everything set up for her. "She laid out what classes I had to take when. She was really great to work with them and the teachers there are amazing too any questions they're always available to help and they want to see their students succeed, which I think is amazing," Fallos said.

Fallos said she knew she could academically handle the mountain of coursework needed to meet her degree and

high school requirements, but it required a bit of advocacy to convince others that she would be able to carry the load.

This past fall she had 24 college credits worth of classwork, in addition to being in high school.

"Trying to make that line up in my schedule was a little bit challenging," Fallos said.

"I love learning and I love understanding how things work, especially my passion is really like neural science and psychology so there's a lot of that in the substance use disorder world, so having some of those classes kind of drove me to continue to work hard," Fallos said.

Not only was Fallos able to keep up with her mountain of classwork, but she excelled at it. She is in the Phi Theta

Kappa honor society and was named to the 2024 All-Wisconsin Academic Team. Only 30 college students in the state received this recognition.

As far as her choice of degree, Fallos said she saw a need for it in the community.

"There is a lot of alcohol and drugs around, especially starting at younger ages," she said. She said there are a lot of dangerous things out there such as fatal overdose of opioids.

"I wanted to be part of the solution," Fallos said, noting that she knew she had the passion and drive to pursue it.

She said there is a growing demand for those counseling services in Northern Wisconsin.

"It is a growing field and especially if you are planning on going into the mental health field, it is a really great place to start in my opinion or even just stay as a substance use disorder counselor you can find a job wherever you look" she said. "If you're passionate about what you do you can go anywhere." She noted that in tribal communities, in particular, there is a great need. "I think it is a great place to work and the people are amazing to work with and the community's worth working for," she said.

Fallos said she could not have made this happen without the support of her family and educators she has worked with.

Fallos plans to continue her education. She intends to enroll in a university program for neuroscience and either go to medical school or pursue a doctorate and go into research. She said the hands-on work she has been able to do with working as a counselor will be valuable going forward as she looks to continue her studies.

While Fallos has been committed with her studies, she said she still makes time to be a teenager.

"I have a boyfriend, Ethan. He's amazing and I spend time with him a lot, I like to go out to Culvers with my friends and just catch up or go to the Plaza and hang out," she said.

"I definitely feel like it is something I am able to balance. I guess it's a good way to put it," she said that especially with summer coming up she will have some extra time to take some additional classes for neuroscience, while also working toward becoming an emergency medical technician.



Russ Jablonsky, AAMS
Financial Advisor
739 Clark St., Medford
715 748 6366

FINANCIAL FOCUS

Financial Tips for Widows and Widowers

Losing a spouse is one of the most painful experiences anyone can have. Unfortunately, widows and widowers have to deal with more than just the emotional trauma — they also must consider a range of financial issues. If you've recently been widowed, what financial moves should you consider?

For starters, don't rush into any major decisions. If you're still in the grieving process, you are unlikely to be in the best shape to make significant choices affecting your finances and your life.

But once you feel ready to look at your situation objectively and make appropriate choices, consider the following steps:

- **Review your finances.** Look at your entire financial picture — your assets, investments, debts and income. If you and your spouse had communicated well about your finances, and you shared decisions, you hopefully won't encounter any big surprises. But if your spouse was the partner who mostly handled financial matters, you may need to get up to speed quickly on what you have and what you owe. And if your spouse had provided a large amount of your household income, you will also need to determine what changes you may need to make to your lifestyle.

- **Address insurance issues.** If you will receive a death benefit from your spouse's insurance policy, what will you do with the money? It may prove helpful in funding your own retirement or meeting other financial goals. But you'll also want to be clear about what

your benefits depends on your age and the age of your deceased spouse. You can't claim your deceased spouse's benefits along with your own retirement benefits, so if you qualify for survivor and retirement benefits, you'll receive the larger amount. Depending on your situation, you might come out ahead by delaying your retirement benefits, giving them the chance to grow, while you accept survivor benefits. For more details on receiving Social Security benefits, visit the Social Security Administration's website at www.ssa.gov.

- **Review your estate plans.** The death of a spouse can certainly affect your family's estate plans. So, it's a good idea to review these plans to see what changes, if any, need to be made. When conducting this review, you'll benefit from working with an estate-planning professional.

Finally, keep in mind that you don't have to go it alone during this difficult time. If you're already working with a financial professional, they can help. If you aren't currently working with one, now might be the time to start. By looking at your finances and your family situation holistically, a financial professional can provide guidance that can help ease the stress you are naturally feeling.

Few events are as sad as losing a spouse. But when you feel ready, start taking the steps necessary to continue forward on your life's journey.

NTC's new butchery program takes students from pasture to plate

Students can learn the steps of butchery from harvesting all the way to sale



By [Ben Helwig](#)

Published: May. 4, 2024 at 10:42 PM CDT

WAUSAU, Wis. (WSAW) - There's a lot to be excited about at [Northcentral Technical College](#). Later this month, the school will complete construction on its brand new meat lab, housing the school's new 'Pasture to Plate' butchery program.

"I'm super excited because it's almost done," culinary instructor Chef Travis Teska said. "We're weeks away from construction being done. The equipment's in there. We have to do some final connections, things like that, but we're very close to turning that cooler on and having it ready to go."

Taska is now leading the brand new program. He helped [NTC](#) establish its culinary program several years ago.

The new 'Pasture-to-Plate' program was born out of necessity. During the pandemic, meat facilities were unable to take in all the animals that needed to be harvested. With that in mind, Gov. Tony Evers called upon technical colleges to help remedy those issues, offering grants to help with some of those harvest needs.

"We will go to a farm with a state inspector, do the harvest of the animal right on the farm, bring that meet back here, put it in our meat lab, cut it up, turn it into all those other items and then teach the students along the way," said Teska.

The goal of the program is to take students through every phase of the meat processing journey. Helping farmers harvest the meat themselves is a win-win for students and those who are harvesting.

“Our idea is to help the facilities that just need employees to help with the harvest piece,” Teska said, “but also hopefully, some of our people will hopefully start their own harvest businesses where they can go out and harvest animals on farms and help local farmers with those one or two beef animals that need to be cut up.”

Through the grant money, NTC has constructed its brand new meat lab, equipped with a variety of processing machines and tools to prepare the meat they harvest back on campus. It doesn't end there, students will see the final step of the process too, being able to sell the meat they've prepared at their own meat counter, called 'Butcher's Block.'

“We'll have a little butcher counter right here that eventually will be open to the public,” Teska said. “You can come in and buy meat from us as we produce it.”

The totality of the program hopes to teach students all the necessary steps in butchery through the best way possible; experience.

“The best way to get good at something is to practice doing it,” Teska said.

Seeing the process from beginning to end is a huge plus for student Clayton Neske.

“It gives us the opportunity to know where our food comes from,” Neske said, “rather than just having to go to the store and it's packaged from hundreds of miles away.”

Neske owns several businesses where he uses meat in southern Wisconsin, as well as raises his own animals near Hamburg. Through the course, Neske hopes to be better equipped to supply his own businesses with the meat he produces.

“Hopefully, with my introduction into this class, I incorporate my knowledge I learned from this and sell some of my products up here,” Neske said.

The program takes one year to complete over two semesters. Those interested can reach out to NTC admissions to enroll in the program. If one were to enroll, it would come with another pro.

“Currently, as of next fall still, if you sign up for this program, the tuition is paid for by that grant,” Teska said. “So really, the only thing you'd have to pay for is a pair of boots to be in the butchering facility. Your books and your tuition are all paid for by that grant.”

Construction on the meat lab is expected to be done by the end of May. The first classes in the new program begin in the fall semester.

HEALTH, HIGHER EDUCATION, NEWS

Technical colleges plan upgrades, expansions in dental training thanks to new state grants

Nearly all of the state's technical colleges will receive grant funding to help address shortage of dental care workers

BY HOPE KIRWAN • MAY 9, 2024



Leaders at Wisconsin's technical colleges said new state grant funding will help them meet the high demand for new dental professionals.

The state Legislature's Joint Finance Committee released just under \$20 million in state funding during their meeting on Tuesday. The money was allocated to oral health care workforce grants through a bipartisan bill passed by state lawmakers in January.

The funding is in response to a shortage of dental care workers in Wisconsin. Federal data from January shows 34 of the state's 72 counties have a dental health professional shortage, according to the Legislative Fiscal Bureau.

That shortage is what drove Lakeshore Technical College in Manitowoc County to establish a new dental hygienist program. It will serve 10 students annually starting in 2026.

Meredith Sauer, vice president of instruction at Lakeshore, said the college began planning for the hygienist program last fall as a way to "be a part of the solution" for the worker shortage.

"We assessed what those costs were and as a college, we were prepared to move forward and begin to seek how we're going to do that," she said. "So this was really a great opportunity for us."

Sauer said the \$1.2 million grant from the state will go toward a remodel of the college's dental clinic, including updating outdated equipment and adding dental chairs to accommodate more students. She said the expansion will allow them

to add the new hygienist degree without reducing enrollment in their dental assistant program, which currently uses the clinic.

She said Lakeshore already has current and former students inquiring about the new program.

“Personally, I go to my dentist and the assistants are really grateful that they’ve heard we’re bringing back dental hygiene,” Sauer said. “They’ve been in the field now for a little while after their dental assistant training, and they’re ready to come back and take that next step.”

Funding will kickstart training for new kind of dental provider

Northcentral Technical College in Wausau will receive the largest grant at \$2.2 million. The college will create the state’s first dental therapy training program, a new mid-level provider that was approved for licensure by the state Legislature in January.

Angela Roesler, NTC’s dean of health sciences and community services, said efforts to bring the licensure to the state took around eight years and have been driven by needs in the state’s rural communities.

“Rural areas are lacking in oral health care,” she said. “The dental therapist pathway is really created to provide additional practitioners to our rural communities and meet the needs of those patients to optimize their overall health.”

Roesler said developing the new program, which could begin as early as fall of 2025, would not have been possible without funding from the state. She said the grant will add eight chairs to NTC’s dental clinic, which Roesler said is currently at capacity, and create a dental simulation lab to allow students to practice higher level skills.

She said they plan to hire a dentist to oversee the program, allowing students to provide restorative care as well as preventative services to the more than 1,000 patients the clinic serves annually.

The college will also add an expanded function dental auxiliary, or EFDA, certificate program. The new advanced certificate increases the scope of practice for dental assistants or auxiliaries.

NTC is one of five technical colleges using the state grants to add an EFDA certificate program. Fox Valley Technical College plans to launch their program in fall of 2025. Ben McKenzie, dean of Fox Valley’s health division, said they have seen a high level of interest in the program from local dental clinics hoping to hire assistants with the advanced certificate.

“Because of the (state) grant funds, we were able to figure out how we’ll be able to work in that program,” he said. “We’re going to implement 12 dental simulators, which will be highly used in the EFDA program. Once they’re installed, we’ll be able to really do the core scheduling and get the training needs for the students.”

McKenzie said Fox Valley has already expanded the number of dental hygiene students they accept, going from 15 students to 24 in the current school year. He said the nearly \$1.7 million from the state will also go toward infrastructure upgrades in the dental clinic.

Fox Valley also hopes to soon be able to accept patients with BadgerCare, the state’s public insurance program, McKenzie said. He said the expansion will allow the clinic to better serve people in the community who need dental care.

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BY DAILY STAFF MAY 4, 2024 [PRINT](#)

Wisconsin college's new butchery program takes students from pasture to plate

WSAW

Northcentral Technical College this month will complete construction on its brand new meat lab, housing the school's new "Pasture to Plate" butchery program, through which students can learn the steps of butchery, from harvesting all the way to sale.

(Link to WSAW article provided)

Wausau Pilot & Review

CVA to host reception for welded sculpture project



WAUSAU – The Center for the Visual Arts will host a public reception May 10 for a new community project done in partnership with [Northcentral Technical College Alternative High](#) and the [NTC welding program](#).

This reception will be held from 5 p.m. to 7 p.m. and is open to the public. Appetizers and refreshments will be served. After the unveiling of the sculptures, they continue to be accessible by patrons and community members free of charge during regular operating hours.

This project, born out of the idea to increase public art in downtown [Wausau](#), was brought together by the CVA and [NTC's](#) Veronica Hope. Together, they teamed up with the NTC Alternative High to provide public art installations in the CVA's Outdoor Learning Studio, formerly referenced as the courtyard. This installation includes one large walk-through arch with bench seating as well as various welded garden art.

These pieces are not only sculptural public art installations, they serve as outdoor seating for our guests, particularly our summer camp students each year who use the outdoor space as their break area for lunch, snack and free time.

The CVA, 427 N. Fourth St., [Wausau](#), is open from 10 a.m. to 4 p.m. Wednesday through Friday and noon to 4 p.m. Saturday.

Fallos sets the bar high with two diplomas in one week

Isabella Fallos received associates degree from NTC on May 18, will receive high school diploma Friday



Isabella Fallos, 18, is the daughter of Amber and Josh Fallos of Rib Lake. She recently completed her associates degree through NTC and on Friday will be receiving her high school diploma from Rib Lake High School. BRIAN WILSON/THE STAR NEWS

Isabella “Izzy” Fallos is getting ready for her second graduation ceremony within the span of one week.

Fallos will be graduating with her classmates at Rib Lake High School on Friday night. On Saturday, May 18, she received her associates degree in substance abuse disorder counseling from Northcentral Technical College. She is the first student to complete the college degree program through NTC while also a student in high school.

Fallos said it would not have been possible without the support of “a really awesome counselor” at NTC who was able to get her course program set up as well as the support she received from Rib Lake teacher Dan Winkler.

“I want to thank Mr. Winkler for all of his support through my whole journey. He really made a tremendous impact on my life,” Fallos said.

Fallos’ degree is for counseling people with substance use disorders in the community across age groups.

While other young people her age were in class studying algebra or chemistry, Fallos has spent the last few months working completing the hours of hands-on learning she needs to have to earn the degree. She completed her internship in Wausau, that began in January. In April got a job working in Lac Du Flambeau with students in the school for substance use disorders.

“So that’s been really fun,” she said. She explained that she is intrigued by seeing how the substances impact your brain and functioning overall.

In order to complete her program and be able to receive her degree from NTC this spring, Fallos had to make some choices. One of those was to transfer from Rib Lake High School into the Rural Virtual Academy.

Rib Lake School District is a member of the consortium of school districts who partner to run the RVA. Under this, Fallos will receive a Rib Lake diploma and was able to participate in extracurricular activities at Rib Lake.

“RVA gave me a little more freedom to have time to do the classes I needed to do and do my internship,” Fallos said.

“We try to continually think outside the box to continue to provide high levels of education and best meet the needs of our students,” said RVA High School Principal Kathy Alexander. She said that because of RVA’s partnership with the Rib Lake School District, and 70 others around the state, they are able to provide opportunities that go beyond what the student would be able to get in a traditional brick and mortar setting.

The process to graduate high school with both an associates degree and a high school diploma did not happen by chance. She began in her sophomore year of high school with the "Start College Now" program which allows high school students to earn a certain number of college credits at no cost to the students. She also took advantage of dualcredit offerings through NTC such as the advanced math classes taught by Rib Lake teacher Craig Scheithauer. These programs and dual credit opportunities allowed her to complete her degree without going into debt, making it manageable to pay as she went. "It certainly made a huge difference," she said.

She said she became committed to wanting to earn her associates degree during the spring semester of her junior year of high school.

Fallos praised the advisor she worked with at NTC who was able to get everything set up for her. "She laid out what classes I had to take when. She was really great to work with them and the teachers there are amazing too any questions they're always available to help and they want to see their students succeed, which I think is amazing," Fallos said.

Fallos said she knew she could academically handle the mountain of coursework needed to meet her degree and high school requirements, but it required a bit of advocacy to convince others that she would be able to carry the load.

This past fall she had 24 college credits worth of classwork, in addition to being in high school.

"Trying to make that line up in my schedule was a little bit challenging," Fallos said.

"I love learning and I love understanding how things work, especially my passion is really like neural science and psychology so there's a lot of that in the substance use disorder world, so having some of those classes kind of drove me to continue to work hard," Fallos said.

Not only was Fallos able to keep up with her mountain of classwork, but she excelled at it. She is in the Phi Theta Kappa honor society and was named to the 2024 All-Wisconsin Academic Team. Only 30 college students in the state received this recognition.

As far as her choice of degree, Fallos said she saw a need for it in the community.

"There is a lot of alcohol and drugs around, especially starting at younger ages," she said. She said there are a lot of dangerous things out there such as fatal overdose of opioids.

"I wanted to be part of the solution," Fallos said, noting that she knew she had the passion and drive to pursue it.

She said there is a growing demand for those counseling services in Northern Wisconsin.

"It is a growing field and especially if you are planning on going into the mental health field, it is a really great place to start in my opinion or even just stay as a substance use disorder counselor you can find a job wherever you look" she said. "If you're passionate about what you do you can go anywhere." She noted that in tribal communities, in particular, there is a great need. "I think it is a great place to work and the people are amazing to work with and the community's worth working for," she said.

Fallos said she could not have made this happen without the support of her family and educators she has worked with.

Fallos plans to continue her education. She intends to enroll in a university program for neuroscience and either go to medical school or pursue a doctorate and go into research. She said the hands-on work she has been able to do with working as a counselor will be valuable going forward as she looks to continue her studies.

While Fallos has been committed with her studies, she said she still makes time to be a teenager.

"I have a boyfriend, Ethan. He's amazing and I spend time with him a lot, I like to go out to Culvers with my friends and just catch up or go to the Plaza and hang out," she said.

"I definitely feel like it is something I am able to balance. I guess it's a good way to put it," she said that especially with summer coming up she will have some extra time to take some additional classes for neuroscience, while also working toward becoming an emergency medical technician.



WI ag scientists developing AI applications on the farm

May 7, 2024



Agricultural scientists in Wisconsin are advancing new AI applications on the farm, ranging from tracking animal movements for signs of disease to using drones and other automated equipment to monitor crops as they grow.

Greg Cisewski, dean of [Northcentral Technical College's](#) School of Agricultural Sciences, Utilities and Transportation, yesterday discussed these and other applications during a meeting of the Governor's Task Force on Workforce and Artificial Intelligence in Wausau.

"Talking about getting increased yield on our fields to grow more with less, so as we look to do that, we are trying to make sure every kernel of corn we plant is in the right spot so we can maximize our yields," he said.

Some of this work is being conducted at [NTC's Agriculture Center of Excellence](#) — the only working dairy farm and learning laboratory in the Wisconsin Technical College System, he noted.

"We also utilize our artificial intelligence to do some predictive analytics," he said, noting the college is constantly tracking cows' weight, milk production and other factors. "This is building tables and tables of information that we can bring out and utilize with our robots and other equipment to make predictions on where we need to go."

All pastured animals at the center wear remote monitoring collars that allow scientists to track precise data, including how they're chewing and walking. This information is being collected into a large database to inform decision making, and Cisewski says it helps cut down on the need for manual fieldwork as well.

"We optimize our feed, we optimize our milkings to make sure our cows as they're producing, we help them produce quickly and without any stress," he said.

Troy Runge, associate dean for research in the UW-Madison College of Agricultural & Life Sciences, highlighted a similar application that enables monitoring on a level that's not possible using human workers. Using video cameras installed at dairy facilities, an AI system is able to map its body structure and predict the health of the animal based on how it moves.

"If you have hundreds and thousands of cows, you may not be able to have your eyes on each cow each time," he said. "And having a computer, an AI program that's actually monitoring health — it could be for mobility, it could be if they're in heat, it could be for other issues, if they're feeding, if they're being social, if they're happy. Happier cows actually have been shown to be more productive cows."

While this application can offer a new level of understanding for farmers, Runge noted it takes a massive amount of data and "high-throughput" computing power.

Meanwhile, Cisewski noted automated milking machinery and feeding systems for cows eliminate the need for a "third shift" working at night.

"Our staff is there from six in the morning until five at night, and the rest of the time, the robots take care of the place," he said. "So we really want to make sure we're saving that labor and providing that quality of life for our farm staff."

Along with collecting and sharing data, the automated feeding machinery also dispenses feed only at specific times to reduce waste, according to Cisewski.

As applications like these continue to reduce the need for human intervention in certain aspects of farm work, Runge underlined the importance of developing the workforce alongside AI technology. He noted the university is training many data experts and computer scientists to meet the AI needs of industry.

Looking ahead to future applications of AI, Cisewski said NTC is exploring "robotic gardening," in which a system mounted above the plant beds will handle weeding, watering and other tasks. He said the plants raised in this environment will be compared with others, to determine the possible impacts of the technology in this space.

Other technologies being explored include deploying semi-autonomous tractors and using drones for spraying fields with chemical applications, he said.

Also during yesterday's task force meeting, NTC President Jeannie Worden touted the college's work to incorporate AI into its curriculum across all of its degree programs, and create a new short-term certificate for this summer that leads to a technical diploma and then an associate's degree. Plus, the college is using AI for its own internal business practices, she said.

"I know I can speak for my counterparts in the Wisconsin Technical College System, that we all recognize the importance of AI and our role in preparing our students to be knowledgeable for the AI workforce," she said.



Area Businesses Come Together For Merrill Chamber HR Workshop

[Leave a Comment](#) / [May 23, 2024](#) / [Business, News](#)



Thirteen area businesses came together at the Park City Credit Union Community Room on Wednesday, May 15th for the first Regional Human Resources (HR) Workshop. The event was designed to gather HR professionals from area businesses and workforce resource organizations to share insights, collaborate, and connect. The 25 individuals that attended participated in a variety of conversations designed to foster connections and share themes they are seeing within the HR environment whether that be challenges or incentives used to attract and retain talent.

“This idea stemmed from our [Merrill Chamber] Human Resource Committee. We continue to hear about the struggle it can be to find and retain talent, and because of this committee we have heard it’s not an isolated issue, so let’s make the resources known and get those individuals together into one room and continue to grow our community in a positive way.” Merrill Chamber Executive Director Clyde Nelson stated.

The Chamber collaborated with Centergy to bring in representatives from North Central Wisconsin Workforce Development Board, CW Solutions, Wisconsin Department of Workforce Development, and Northcentral Technical College to deliver the tools available to employers and job seekers and the education given to area students going out into the workforce.

“It was a valuable morning for these individuals, and we hope that we can continue to offer these types of workshops through the Chamber,” said Nelson. “As a benefit to our Chamber members, we offer the opportunity to meet quarterly with our HR Committee. Whether you are an HR Professional or a small business owner, it allows you the opportunity to hear about the new laws that affect the hiring process and allow you to ask more seasoned professionals for advice on employee or hiring situations happening within your company.”

This event was free and open to both Chamber members and non-chamber members. It was sponsored by The Merrill Area Chamber of Commerce, Centergy, Park City Credit Union, and Nicolet National Bank. For more information on resources available to you please visit the Merrill Chamber website: www.merrillchamber.org.

Wausau Pilot & Review

Wausau Alternative Farmers Market starts Saturday

May 12, 2024

The [Wausau](#) Alternative Farmers Market launches this week and will be held each Saturday through Halloween weekend.

The market is held from 8 a.m. to 2 p.m. Saturdays beginning May 18 at the parking lot at [Northcentral Technical College](#), 1000 W. Campus Dr., Wausau.

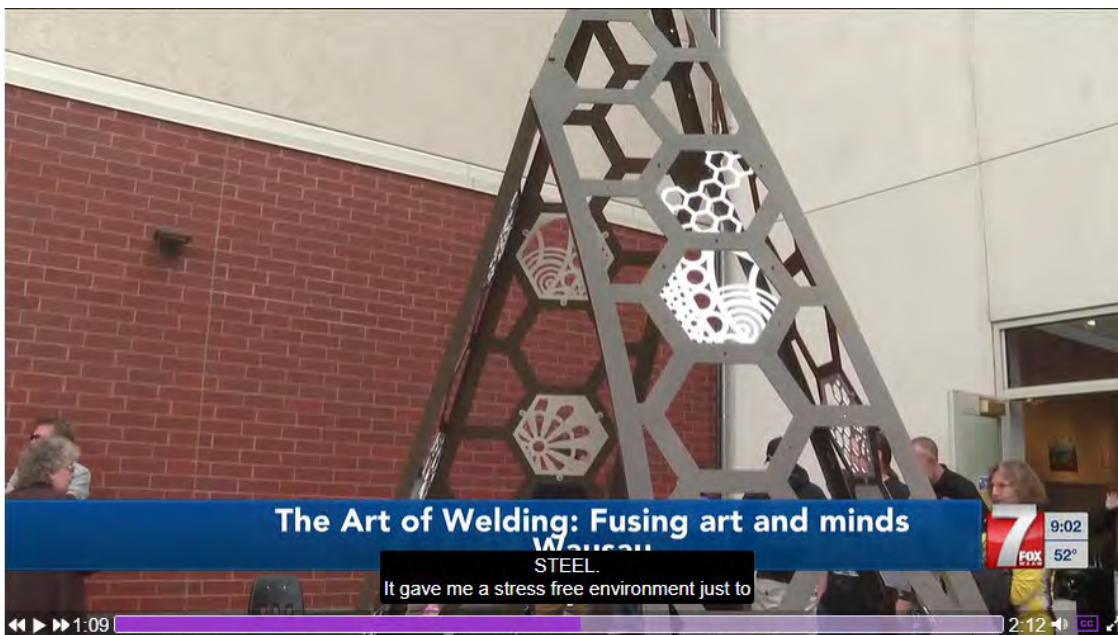
The alternative market's inception was spurred by challenges some farmers faced in securing membership at the primary Wausau market on River Drive, which caps its membership at 49. Debra Weiss, who runs [Ethereal Gardens](#), launched the initiative last year after discovering other farmers who sought an opportunity to showcase and sell their offerings.

"We've identified a gap where individuals, including myself, are being overlooked," Weiss said, in 2023. "Given the current climate and concerns about food security, it's crucial to foster grassroots initiatives that provide platforms for emerging vendors."

Vendors interested in participating should email Deb at Wausualternativefarmersmarket@gmail.com. Follow the market's Facebook page [at this link](#).



Welded art pieces created by students decorate downtown Wausau



The Art of Welding: Fusing art and minds together

By [Sloane Wick](#)

Published: May. 10, 2024 at 9:14 PM CDT

WAUSAU, Wis. (WSAW) - A collaborative effort between the Alternative High School, the NTC Welding program, the Community Foundation of Northcentral Wisconsin, and the Center For Visual Arts (CVA) has resulted in a new community project aimed at enhancing public art in downtown Wausau.

Initiated by Veronica Hope of NTC and facilitated by the Center for Visual Arts (CVA), the project transformed the CVA's Outdoor Learning Studio into a space adorned with public art installations, including a large walk-through arch with bench seating and various welded garden art pieces created by students.

Tiffany Rodriguez-Lee, Executive Director of the Center for Visual Arts, expressed enthusiasm about the project's fusion of artistic expression and vocational skills, stating, "It's really exciting to see students be able to learn that welding and manufacturing can have an artistic flair."

For students like Nyx Esteroy, a junior at the alternative high school, the project provided a therapeutic outlet.

“It gave me a stress-free environment just to communicate ‘Hey, I need a minute. I’m going to sketch some ideas,’” Esteroy said.

Esteroy is proud to be able to make their mark on their hometown.

“It feels amazing — you feel like you could do anything,” Esteroy said.

Rodriguez-Lee highlighted the community-building aspect of public art.

“The main goal of public art is to help people feel connected here,” she said. “I hope that the students see themselves in these pieces and that the community recognizes all of their hard work.”

The exhibit, which is free and open to the public, serves as an inspiration for students to continue their artistic endeavors. As the exhibit continues, visitors are encouraged to explore the artwork during the Center for Visual Arts’ business hours.

The Center for Visual Arts is located at 427 N. 4th Street in Wausau and welcomes visitors during its regular hours: Wednesday through Friday from 10 a.m. to 4 p.m. and Saturday from noon to 4 p.m.

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Governor's task force meets with leaders at NTC to discuss future of AI in agriculture



Governor's task force discusses AI in agriculture

By [Nolan Bulmahn](#)

Published: May. 6, 2024 at 10:01 PM CDT

WAUSAU, Wis. (WSAW) - It's quite clear that artificial intelligence is on the rise. Farmers are adapting to a new wave of productivity.

"There's just a whole system monitoring all kinds of different data points so that farmers can best react to each individual cow's needs in terms of do they need a vaccine?" says Wisconsin Department of Workforce Development Secretary Amy Pechacek. "Do they need medicine? Do they need some assistance with their mobility?"

Meeting at [Northcentral Technical College](#) in Wausau, members of the Governor's Task Force collaborated with agricultural leaders from [NTC](#) and UW-Madison to discuss the future of AI in their field. They're working to make sure all parties involved can collectively benefit from the advancements.

"How do we make sure that our farmers, our employers, our manufacturers have access to this technology," says Wisconsin Economic Development Corporation Secretary/CEO Missy Hughes. But also when they look to their workforce that the workforce is ready to engage with it. To service the technology, to use it, and to really make it come to life."

While AI has its positives, there are challenges to overcome.

"The key is training and understanding what the technology can bring as far as productivity and efficiency," says Hughes.

But the future is exciting to see what may be in store.

"Wisconsin is leading the way and just our planning and preparation and coming up with policy recommendations," says Pechacek. "So that we can be at the forefront and continue to have a workforce that is the envy of the nation."

“I am learning more and more every day about what artificial intelligence can do,” says Hughes. “Whether it’s in health care, farming, or manufacturing. It’s just going to change the world.”

According to Pechacek, another big benefit seen within agriculture is helping farmers work on food supplies, leading to saving money. [Click here](#) to learn more about the task force and their initial plan.

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Wausau Pilot & Review

DCE students earn top honors at Wood Olympics

April 30, 2024

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Max Hoffman earned the top individual score from a field of more than 50 participants in the Northcentral Technical College Wood Technology Center of Excellence Wood Olympics in mid April. Photo courtesy D.C. Everest Area School District.

Several D.C. Everest Senior High School woods students earned top honors at the [Northcentral Technical College Wood Technology Center of Excellence Wood Olympics](#) in mid April.

The DCE team, composed of Logan Cherek, Max Hoffman, Carter Lang and Andrew Samuels, took second overall.

Hoffman also earned the top individual score from a field of more than 50 participants and received Milwaukee power tools and cash for his efforts.

Cherek finished fourth overall and earned a Milwaukee multitool.

D.C. Everest also was represented by Easton Cooper, Logan George, Tate Minihan and Sawyer Balczewski.

The woods team is lead by Chad Pernsteiner, DCE technology education teacher.

Student competitors from high schools across Wisconsin and Michigan displayed their handcrafted projects and participated in challenges that tested their woodworking and forest product industry skills.

Wausau Pilot & Review

Mosaic announces Women of Vision honorees, event details

April 30, 2024

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[WAUSAU](#) – Mosaic of North Central Wisconsin has named Zoua Yang, Sheila Rossmiller and Theresa Wetzsteon as this year's Women of Vision honorees.

The honorees will be spotlighted at a luncheon on May 16 at the Holiday Inn & Suites in Rothschild. Registration will begin at 11 a.m. and the program will wrap up at 1 p.m. Attendees will hear stories from the recipients about their work and their contributions to our communities.

The 2024 keynote speaker is Justice Ann Walsh Bradley. Bradley has served on the Wisconsin Supreme Court for the past 29 years after beginning her judicial career as a circuit court judge in Marathon County.

Yang is a pharmacist who opened [Wausau Family Pharmacy](#) in 2022, creating 12 new jobs for the community and serving over 2,200 patients last year. Yang led the regional COVID-19 vaccination efforts in Wisconsin and Michigan while working at CVS/Target and now serves as the COVID/Flu Clinic coordinator for Wisconsin. Her bilingual and bicultural background in English and Hmong have helped remove barriers to accessing care. Yang received her Doctor of Pharmacy from UW-Madison in 2009 and is pursuing her Juris Doctor degree through Purdue University. She has been featured in multiple news articles for her work as a pharmacist.

Rossmiller is the [Northcentral Technical College](#) director of giving and scholarships. She is an active volunteer in the community and has made impactful contributions to many organizations, including strengthening the impact of the NTC Foundation; helping launch the CoVantage Cares Giving Tuesday campaign; leading a St. Anne Parish choir; helping at Community Partners Campus; and leading the enhancement of Monk Botanical Gardens, nka [Wausau](#) Botanic Gardens, shade and hosta garden with the master gardeners.

Wetzsteon has served as Marathon County District attorney for seven years. She has been instrumental in creating and implementing the diversion program, providing a pathway other than prison for youth and low-level offenders. Throughout her career in the DA's office she has specialized in sensitive crimes prosecution, using experts to educate jurors about important issues. She has also implemented a juror support program for jurors who hear and decide traumatic cases. She has increased the number of attorneys in the DA's office to allow sufficient coverage of cases. She is active on several community boards and in her church, and has received several honors and awards.

Scholarships

Mosaic also presents scholarships to area women who are attending a school of higher education in 2024. The four recipients this year are Kayley McColley, University of Wisconsin-Stevens Point; Ashlyn Solinsky, Stratford; Sandra Brierton, D.C. Everest; and Henna Smerda, [Wausau](#) East. Each of these young women have excelled in school, helped their community, and are working toward a vision of their future.

This year a fourth scholarship is offered in memory of Jane Wiley, a 1998 Women of Vision honoree who passed away just over a year ago. To celebrate Wiley's life, a group of her friends and family came together to provide funds to award this scholarship in Wiley's name.

To register for luncheon, visit mosaic-connect.org/women-f or <https://www.simplertix.com/e/women-of-vision-tickets-157683>.

Athens School District Wisconsin
19h · 🌐

The Athens Elementary first graders took a trip to NTC and The Wausau Imaginarium. At NTC they saw and did many interesting things such as video production, E sports, planting seeds, and using spheroid robots controlled by a tablet. The Imaginarium was a terrific place to learn by exploring! Students explored water features, wind tunnels and tubes, and various real-life experiences with a sugar shack, market, and food truck. It was a great day!

👍❤️ 22

Texas Roadhouse (Wausau, WI - 225400 Rib Mountain Drive)
a day ago · 🌐

Roadie Grad Spotlight! 🎉

This is Ava! She has been a Roadie for 6 months as a Host. Ava is graduating from high school this coming week and next fall she will be attending Northcentral Technical College. Help us congratulate, Ava! 🎉

👍❤️ 10

1 comment

Merrill High School
23 hours ago · 🌐

This Bluejay has a plan! Adison Warren will be attending Northcentral Technical College for Cosmetology. Congratulations Adison!

Merrill High School
High School

[Send message](#)

👍❤️ You and 42 others

7 comments 3 shares

Merrill High School
18 hours ago · 🌐

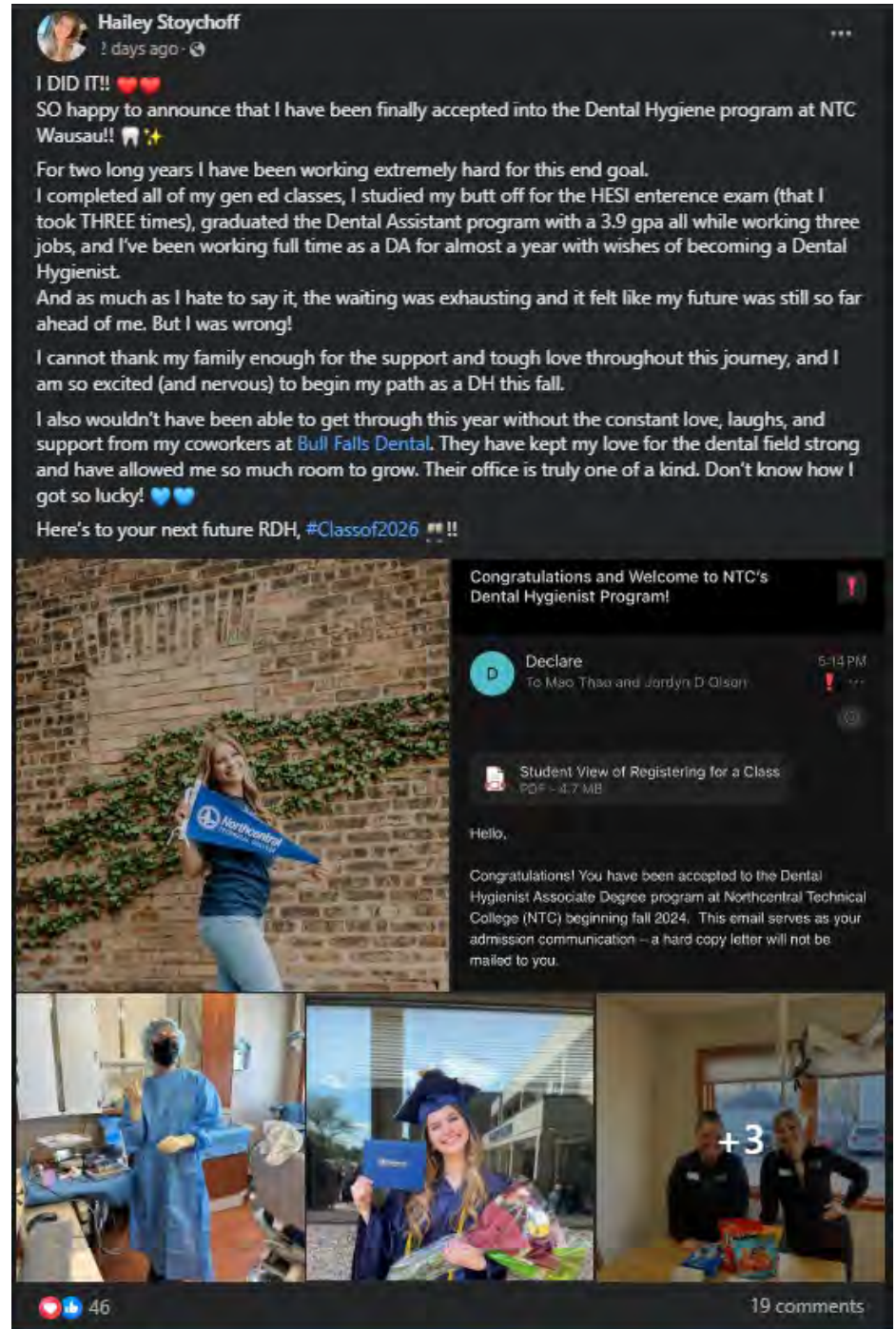
This Bluejay has a plan! Gabrielle Krueger will be attending Northcentral Technical College for Criminal Justice. Congratulations Gabrielle!

Merrill High School
High School

[Send message](#)

👍❤️ You and 55 others

2 comments 2 shares



PACELLI CATHOLIC HIGH SCHOOL SENIOR SPOTLIGHT

Congratulations to Novalee Schober, who will attend [Northcentral Technical College](#) after graduation to study radiology. #pacellipride #pacelliclassof2024



Class of
NOVALEE SCHOBER

PACELLI CATHOLIC HIGH SCHOOL

You and 99 others

21 comments 1 share

Yesterday Officer Wyatt Schielke graduated from the Northcentral Technical College 720-hour Law Enforcement recruit academy. He now starts his field training today. Pictured is Police Chief Dan Duley along with Officer Schielke. Join us in congratulating him!



77

17 comments 8 shares

Merrill High School
3 hours ago · 🌐

This Bluejay has a plan! Alexis Ollhoff will be attending Northcentral Technical College for Accounting. Congratulations Lexi!

Merrill High School
High School

Send message

Northcentral Technical College and 40 others

1 comment 2 shares

Wausau Police Department
16 hours ago · 🌐

Congratulations to Officer Garrett Johnson and Officer Joseph Vacek who graduated today from the Law Enforcement Recruit Academy at Northcentral Technical College! We are proud of their efforts and excited to have them begin their field training tomorrow!

Katie Lech-Felch, Kristen Marie and 235 others

16 comments 1 share



Green Bay Police Department

16 hours ago · 🌐

...

We would like to CONGRATULATE our recruit officer Hunter Knies on his graduation from the Law Enforcement Academy at Northcentral Technical College on Tuesday, May 21, 2024. The GBPD Professional Standards Division was happy to show our support at the ceremony in Wausau.



👍❤️ 215

22 comments 7 shares



Merrill High School

21 hours ago · 🌐

...

This Bluejay has a plan! Allison Wolff will be attending Northcentral Technical College for Graphic Design. Congratulations Allison!



Merrill High School
High School

📧 Send message

👍❤️ Northcentral Technical College and 52 others

4 comments 2 shares

Merrill High School
a day ago · 🌐

This Bluejay has a plan! Parker Welch will be attending Northcentral Technical College for Digital Marketing. Congratulations Parker!



The graphic features a blue and white color scheme with a bluejay logo in a circle at the top left. Below the logo, the text reads: "THIS BLUEJAY HAS A PLAN" in a dark blue box, "NORTHCENTRAL TECHNICAL COLLEGE" in large bold letters, "DIGITAL MARKETING" in a smaller dark blue box, and "Parker Welch" in a cursive font. A photo of Parker Welch, a young woman with glasses and a white shirt, is on the right side of the graphic.

Merrill High School
High School

[Send message](#)

👍❤️ Northcentral Technical College and 27 others

3 comments 1 share

Merrill High School
a day ago · 🌐

This Bluejay has a plan! Claire Duley will be attending Northcentral Technical College for Nursing. Congratulations Claire!



The graphic features a blue and white color scheme with a bluejay logo in a circle at the top left. Below the logo, the text reads: "THIS BLUEJAY HAS A PLAN" in a dark blue box, "NORTHCENTRAL TECHNICAL COLLEGE" in large bold letters, "NURSING" in a smaller dark blue box, and "Claire Duley" in a cursive font. A photo of Claire Duley, a young woman with long brown hair wearing a teal top, is on the right side of the graphic.

Merrill High School
High School

[Send message](#)

👍❤️ Northcentral Technical College and 74 others

5 comments 1 share



WITESOL: Wisconsin Teachers of English to Speakers of Other Languages

a day ago · 🌐

On May 17th, WITESOL sponsored a "Swap Shop" at Northcentral Technical College in Wausau, Wisconsin.

In total, 19 educators attended this professional development event, including educators from seven different school districts. Additionally, there were representatives from the Marathon Literacy Council, CESA 9, Burlington English, and Northcentral Technical College. The attendees had a positive experience and enjoyed sharing ideas and resources with each other.

A special thank you to WITESOL members, Ina Riehle and Kathy Stamos, for planning this event!

If you are interested in hosting a regional event in Wisconsin, you can apply for funding through WITESOL at <https://www.witesol.com/funding-opportunities/guidelines/>



👍❤️ 13

1 comment 1 share



Suzy Morrison Farar

3 days ago · 🌐

Shout out to this guy! Cade graduated from the Northcentral Technical College veterinary technician program! He had his program pinning ceremony a couple weeks ago and walked in the school graduation today. During the pinning ceremony the program director said that "Cade is a really funny guy, it just took us a year to find that out!" So true, I love Cade's low key sense of humor! We also learned during the pinning ceremony that he has quite the knack for handling large livestock and was amazing with equine's. Shall we call him the horse whisperer? 🤪 He was the only guy in his cohort, so naturally his female classmates decorated his graduation cap! 🥳

Over the past two years of his program it was so interesting to hear about what he was studying and recently to hear how he would assist in surgery. He's done blood draws on dogs, cats etc and has learned to administer and monitor drugs. He's helped with immunization clinics around the state and interned at a vet clinic.

He was the treasure for the vet tech club SCNAVTA (it stands for something really long) and participated in the state competition with the PAS (professional agriculture student organization). He got 1st place in team and individual and equine specialist, and placed in the individual vet tech specialist.

It was really neat to see pictures of him in action at the pinning ceremony, I requested copies so if I ever get them I'll have to share some!

So proud of him and happy that he found something he has enjoyed 🥳🤪



 **Merrill High School**
1 day ago · 🌐

This Bluejay has a plan! Nicholas Kriegel will be attending Northcentral Technical College for Gas Utility. Congratulations Nicholas!





THIS BLUEJAY HAS A PLAN
**NORTHCENTRAL
TECHNICAL COLLEGE**
GAS UTILITY
Nicholas Kriegel




Merrill High School
High School


[Send message](#)


  Lori LaBonty Fehr, Northcentral Technical College and 97 others 16 comments 4 shares

 **Merrill High School**
2 days ago · 🌐

This Bluejay has a plan! Connor Mccorkle will be attending Northcentral Technical College for Wood Science. Congratulations Connor!





THIS BLUEJAY HAS A PLAN
**NORTHCENTRAL
TECHNICAL COLLEGE**
WOOD SCIENCE
Connor Mccorkle



Merrill High School
High School

[Send message](#)

 Northcentral Technical College and 62 others 5 comments 2 shares

Merrill High School
 about an hour ago · 🌐

This Bluejay has a plan! Claire Duley will be attending Northcentral Technical College for Nursing. Congratulations Claire!

Merrill High School
 High School

Send message

You and 18 others

2 comments

Pacelli Catholic Schools · Follow
 2 days ago · 🌐

PACELLI CATHOLIC HIGH SCHOOL SENIOR SPOTLIGHT

Congratulations to Sydney Krueger, who will attend Northcentral Technical College after graduation to study veterinary technician. #pacellipride #pacelliclassof2024

2024
 Class of
SYDNEY KRUEGER
 PACELLI CATHOLIC HIGH SCHOOL

You, Skyward, Inc. and 59 others

13 comments

Merrill High School
days ago · 🌐

This Bluejay has a plan! Annalee Streich will be attending Northcentral Technical College for Radiography. Congratulations Annalee!

Merrill High School
High School

[Send message](#)

👍❤️ You and 64 others

7 comments 3 shares

Mihs Eagles
May 13 at 2:00 PM · 🌐

Students from NTC Welding class. On May 8th, they took the smaller Unity Towers they constructed to a welding competition in Wausau at NTC.

Merrill High School
High School

👍❤️ 94

4 comments 5 shares

Merrill Steel
May 8 at 1:45 PM · 🌐

Today we had some welding students from NTC drop by for a #tour. Thank you for taking the time to get to know us!
#NorthcentralTechnicalCollege #welders #welding #school #fabrication #builditBIG

Northcentral Technical College and 31 others
1 comment 7 shares

WATEA - WI Auto & Truck Education Assoc.
May 16 at 7:41 PM · 🌐

Tonight was Auto Collision Graduation! We are so grateful to partner with Northcentral Technical College and Wausau East to have completed another successful year! Congrats to all of the graduates and a HUGE thank you to the instructor for all the time and effort that was put in!

You, Greater Wausau Chamber of Commerce and 30 others
3 comments 11 shares

Merrill High School
3 days ago · 🌐

This Bluejay has a plan! Gracie Such will be attending Northcentral Technical College for Early Childhood Education. Congratulations Gracie!

Merrill High School
High School

[Send message](#)

👍❤️ You and 63 others

7 comments 2 shares

Children's Imaginarium
4 days ago · 🌐

How cool is this! We've got our very own Aeroponic Tower Garden in the STEM Lab! The garden grows plants with water and liquid nutrients using 98% less water than traditional growing. You can grow fruits, vegetables, herbs and flowers! Stop by the STEM lab and check it out! Many thanks to [Northcentral Technical College](#), Trevor and Desirae for installing the garden. 🍅🍆🍓🥒

Children's Imaginarium
You and 82 others

3 comments 8 shares

Wausau School District
3h · 🌐

Students from #WausauSchools Franklin Elementary had a blast at Careers on Wheels! Local companies visited the school so students could get a closer look at many different career ideas.


Thank you to all of the participating businesses:

- Sunbelt Rentals
- Hauman Express
- Aspirus MedEvac
- City of Wausau Street Maintenance
- Miron Construction
- Harter's
- Wausau Police Department and Officer Thao
- Wooster's Garage
- WATEA - Wisconsin Automotive & Truck Education Association
- Northcentral Technical College
- Wausau Fire Department
- Midwest Communications - WDEZ
- News 9 WAOW



Merrill High School
4 hours ago · 🌐

This Bluejay has a plan! Akeela Conley will be attending Northcentral Technical College for Cosmetology. Congratulations Akeela!




THIS BLUEJAY HAS A PLAN

**NORTHCENTRAL
TECHNICAL COLLEGE**

COSMETOLOGY

Akeela Conley



👍❤️ You and 49 others 3 comments 1 share

Unified School District of Antigo
2h · 🌐

These Red Robins have a plan... 🌟

- Carson
- Korbin

Best of luck! Your future is bright! 🌟
#AntigoPride



Class of 2024 Senior
Northcentral
Technical College
Marketing
Korbin Kougel



Class of 2024 Senior
Northcentral
Technical College
Class A CCL
Carson Nagel

👍❤️ 37 1 comment 2 shares

👍 Like 💬 Comment ➦ Share

Merrill High School
23 hours ago · 🌐

This Bluejay has a plan! D'ondre Houghton will be attending Northcentral Technical College for Radiography. Congratulations D'ondre!



THIS BLUEJAY HAS A PLAN

**NORTHCENTRAL
TECHNICAL COLLEGE**

RADIOGRAPHY

D'ondre Houghton



👍❤️ You and 72 others 5 comments 3 shares

Central Wisconsin Manufacturing Alliance
17h · 🌐

🌟 Exciting Opportunity for High School Juniors and Seniors! 🌟

Are you or do you know someone ready to jumpstart your career in machining and manufacturing? The Metal Masters Quest is here to pave the way! 🚀🌟

Northcentral Technical College (NTC) is offering high school juniors and seniors the chance to complete machining classes, providing the foundational knowledge needed to thrive in local businesses. Not only will you gain valuable skills, but you'll also have the option to work at a local business through the Youth Apprenticeship program. 🛠️🔧

Sponsored by the Central Wisconsin Manufacturing Alliance, this program is a fantastic opportunity to build your future in the manufacturing industry. Don't miss out on this chance to learn, grow, and succeed! 🌟

Register Today!


#MetalMastersQuest #Machining #YouthApprenticeship #NTC #Manufacturing #CareerOpportunity #CentralWisconsin #FutureReady



NTC.EDU
Metal Masters Quest - K-12 Events | Northcentral Technical College
Metal Masters Quest allows high school juniors and seniors to complete machining classes at ...

When in Wausau
Wendy Schneck Furrer · May 11 at 6:43 AM · 🌐

Must-see art! A collaboration of our Center for the Visual Arts and NTC Alternative High School students - A.MAZ.ING work! 🌟



NTC Alternative High School

Send message



Big Brothers Big Sisters of Northcentral Wisconsin

14 hours ago · 🌐

We said see you later to our incredible intern, Chelsy! Chelsy was truly an asset to organization, kids, and mission! She will truly be missed! Thank you to [Northcentral Technical College](#) for lending us such a wonderful individual!

[#ItTakesLittleToBeBig](#)



👍❤️ You and 6 others

1 comment



Center for the Visual Arts

April 29 at 1:01 PM · 🌐

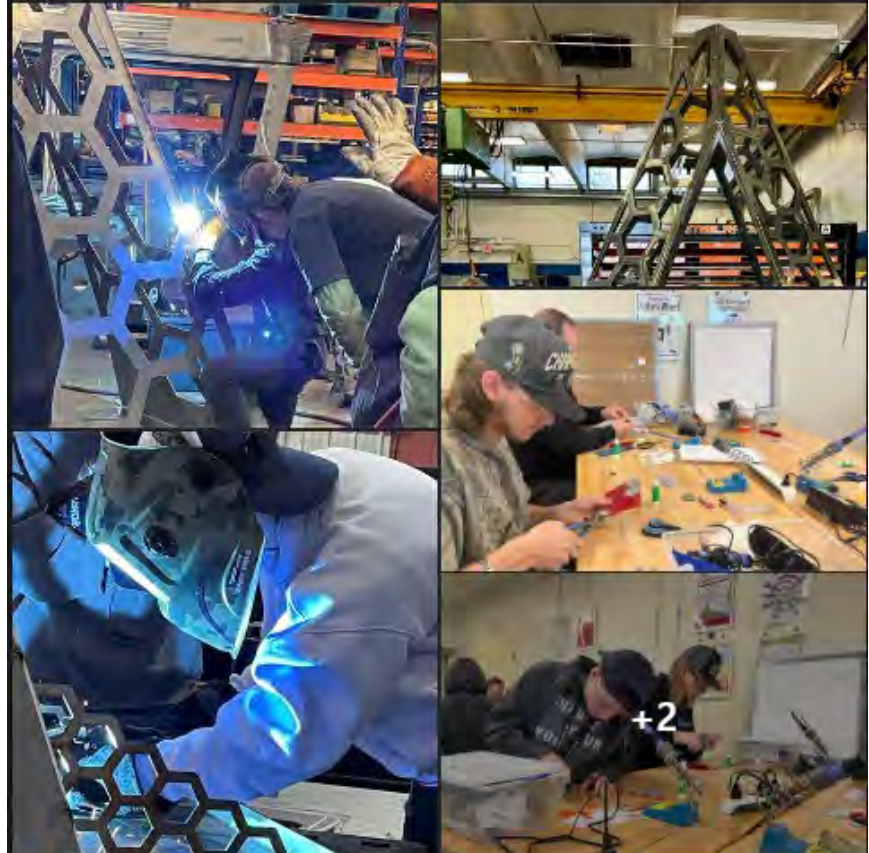
A sculptural dream come true.

Last Spring we met with Veronica and the Alternative High staff about a potential project in our Outdoor Learning Studio (formerly referenced to as the courtyard). This area has been a sanctuary for our Summer Camp students to eat their lunch, play games with each other, and enjoy fresh air. However, it's been lacking some art (and seating)! In came this wonderful group of staff, community partners and Alternative High students. They've been working hard to complete this beautiful walk through sculpture for us, that will serve as seating for our guests and campers, and public art for our entire community.

In return for the students hard work on this piece, we offered them a free stained glass workshop at the CVA. We've had a lot of fun with this entire project and can't wait to celebrate their hard work. Join us for the **unveiling of the welded sculpture and to celebrate the students and business partners that made this project come to life!** FREE + Open to the public, Friday May 10th from 5-7pm.

A HUGE thank you to the Alternative High Students, NTC's Welding Department, ADC Equipment Innovations, and J-Tech Powder Coating.

Another thank you to the [Community Foundation of North Central Wisconsin Wausau-Marathon County Impact Grant](#) for your support of this project!




👍❤️ Kristin Reinicke, Northcentral Technical College and 40 others

3 comments 23 shares

School District of Phillips
a day ago · 🌐

Ethan Upson




NTC
Lineman

Phillips Class of 2024

57 2 comments 1 share


Newman Catholic Schools
22 hours ago · 🌐

CONGRATULATIONS!




GRAD

CLASS OF 2024
SAMUEL




#NEWMANCATHOLIC

Newman Catholic Schools
6 days ago · 🌐




CONGRATULATIONS!



GRAD

CLASS OF 2024


MATTHEW



#NEWMANCATHOLIC

Alyce Whippler Balk, Northcentral Technical College and 50 others · 11 comments

Northland Lutheran High School
a day ago · 🌐



Alaina Bretl

Life Verse

Cast all your anxiety on him because he cares for you.

1 Peter 5:7

Northcentral Technical College

Heidi Ann and 30 others · 1 share

Northland Lutheran High School
3 days ago · 🌐

Arabella Baumann



Life Verse

For we are God's handiwork, created in Christ Jesus to do good works, which God prepared in advance for us to do.

Ephesians 2:10



Northcentral Technical College

Unified School District of Antigo
3h · 🌐

These Red Robins have a plan...👉

- Philip
- Zayah
- Alex
- Jake

Best of luck! Your future is bright! 🌟
#AntigoPride

 <p>Class of 2024 Senior Northcentral Technica College Jake Vorhasselt</p>	 <p>Class of 2024 Senior Undecided Alex Schlieve</p>
 <p>Class of 2024 Senior Zayah Hutz</p>	 <p>Class of 2024 Senior Philip Wick</p>


Wisconsin Department of Workforce Development · Follow
 a day ago · 🌐

#ICYMI: Check out this coverage from [WSAW NewsChannel 7](#) of yesterday's meeting of [Governor Tony Evers' Task Force on Workforce and Artificial Intelligence](#) in [#Wausau](#).

Many thanks to presenters [Greg Cisewski](#) from [Northcentral Technical College](#), [Troy Runge](#) and [Shawn Conley](#) from [UW-Madison College of Agricultural & Life Sciences](#), and [Melissa Heise](#) from [Swiderski Equipment Inc.](#) for their valuable insights on the positive impacts and enormous potential of [#AI](#) in Wisconsin [#agriculture](#).


To stay up to date on the latest developments from the [#AI](#) task force, visit: dwd.wi.gov/ai-taskforce
bit.ly/4a96Gdc




Governor's task force discuss A.I. in agriculture Wausau

WSAW.COM
Governor's task force meets with leaders at NTC to discuss future of AI in agriculture

Like Comment Share


Wisconsin Bison Producers Association · Follow
 2 hours ago · 🌐

Our members have experienced the impact of having to wait for spots to open at a butcher. We welcome the new program at Northcentral Technical College and wish them luck!



MIDWESTFARMREPORT.COM
NTC Opens Butchery Program
 The Pasture to Plate Butchery Certificate aims to equip students with hands-on experience in e...

4 Like Comment Share

School District of Tomahawk
12h · 🌐

#GoHatchets eighth-grade students went to NTC to view the campus and learn more about their programming options post-high school. They also visited the Rib Mountain SAFER fire station to see many of those degrees in action!

Thank you, [Northcentral Technical College](#) and [South Area Fire & Emergency Response - SAFER District!](#)

41 likes · 2 shares

Royall School District
2 days ago · 🌐

SENIOR SPOTLIGHT - Emily Duhm
Emily plans to attend Northcentral Technical College for Medical Coding. Congrats and best of luck in your future Emily!

EMILY DUHM

2024

S School District of Spencer
3 days ago · 🌐

Congratulations Class of 2024!

Class of
2024
TAYLOR STANGE

PARENTS
Matthew & Tara Stange

FUTURE PLANS
Attend NTC for Business Management



Northcentral Technical College and 86 others · 13 comments · 2 shares

S School District of Spencer
6 days ago · 🌐

Congratulations Class of 2024!

Class of
2024
HAYLY SMITH

PARENTS
Brooke Smith & Clint Smith

FUTURE PLANS
NTC for Radiography



Steve Sanasac, Northcentral Technical College and 101 others · 19 comments · 2 shares

School District of Abbotsford
22 hours ago · 🌐
Congratulations Jeissily!

Abbotsford
High School
Senior
Spotlight
Class of 2024



Jeissily Ayala Lorenzo



Congratulations!
Jeissily will be attending North
Central Technical College

Northcentral Technical College and 48 others

7 comments 1 share

Wisconsin State Senator Mary Felzkowski
20 hours ago · 🌐

The Joint Finance Committee just voted unanimously to approve a plan that will release nearly \$20 million to our tech schools across the state so they can expand their oral healthcare workforce efforts.

I'm so proud to have partnered with our tech schools, and especially [Northcentral Technical College](#), to bring this initiative forward. Putting these dollars into the workforce pipeline is the most effective way to target the oral healthcare access crisis in our state.



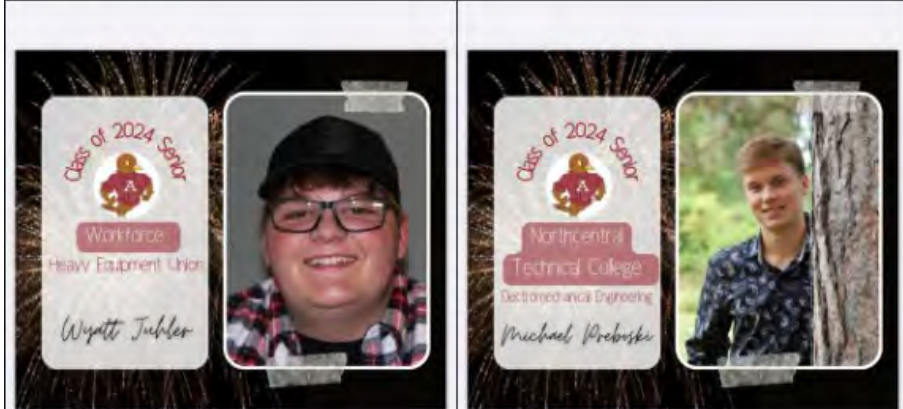
You and 13 others

9 comments 3 shares

Unified School District of Antigo
 3 days ago · 🌐

These Red Robins have a plan... 🗨️

- Casey
- Kimberly
- Michael
- Wy... See more



School District of Abbotsford
 22 hours ago · 🌐

Congratulations Jeissily!



**Abbotsford
 High School
 Senior
 Spotlight
 Class of 2024**

Jeissily Ayala Lorenzo

Congratulations!
 Jeissily will be attending North
 Central Technical College



Northcentral Technical College and 48 others 7 comments 1 share

Wausau Botanic Gardens
2 days ago · 🌍

"Fish" is a graduate of NTC with an associates of agronomy and is currently a student at UWSP studying a bachelors of science in Soil Science and Land Management. "Fish" enjoys being outdoors while improving the community and our natural resources/environment our team is excited to see the positive impact "Fish" will make this summer in the Gardens!

#summerintern #wausauinternship #plants #environmental #uwsp #Wausaubotanicgardens #soilscience #wausaushappyplace

SUMMER
INTERN

"Fish"

Meet "Fish," our newest intern diving into summer at Wausau's Happy Place! 🌿 With a splash of enthusiasm and a ripple of fresh ideas, "Fish" is ready to make waves.



👍🥰👍 41

1 share

WSAW NewsChannel 7 · a day ago · 🌍

The program takes one year to complete over two semesters.



WSAW.COM

NTC's new butchery program takes students from pasture to plate
Students can learn the steps of butchery from harvesting all the way to sale.

👍 5

👍 Like 💬 Comment ➦ Share

Central Wisconsin Manufacturing Alliance · Follow

2 days ago · 🌐

🌟 **Thrilled to Share Our Collaboration Success!** 🌟

There are no words or awards that can fully capture the incredible experience of collaborating with our local technical colleges. The contributions they make in addressing the worker shortage in Central Wisconsin's manufacturing sector are truly outstanding.

Together, we're not just filling jobs; we're enhancing skills, fostering innovation, and building a resilient community. A huge thank you to all the dedicated educators and students who continue to make a significant impact.

Here's to more success and continued partnerships!

#Manufacturing #WorkforceDevelopment #TechnicalEducation #CommunityImpact #CentralWisconsin #NTC



WisBusiness.com

19h · 🌐

#Agricultural scientists in #Wisconsin are advancing new #AI applications on the 🌾 #farm, ranging from tracking animal movements for signs of disease to using #drones and other automated equipment to monitor 🌱 #crops as they grow.

Greg Cisewski, dean of Northcentral Technical College's School of Agricultural Sciences, Utilities and Transportation, yesterday discussed these and other applications during a meeting of the Governor's Task Force on Workforce and #ArtificialIntelligence in Wausau.

"Talking about getting increased #yield on our fields to grow more with less, so as we look to do that, we are trying to make sure every kernel of 🌽 corn we plant is in the right spot so we can maximize our #yields," he said.

Some of this work is being conducted at NTC's Agriculture Center of Excellence — the only working dairy farm and learning laboratory in the Wisconsin's Technical Colleges, he noted.

🔗 Read more at <https://www.wisbusiness.com/.../wi-ag-scientists.../>



WI ag scientists developing AI applications on the farm

👤 You and Wisconsin's Technical Colleges

🔄 3 shares

🌟 We're thrilled to announce our gratitude to our sponsors for committing to support the Central Wisconsin Developer Tour! Together, we'll make this event a resounding success and showcase the endless potential of Central Wisconsin. #ExperienceCentralWI #Housing #BuildingOpportunities 🏡👷

Greenfire Management Services, LLC, Engineering Consulting Services Nai Pfefferle The Samuels Group, Altmann Construction Company, Inc, The Bosen Company, EJA, JH Findorff, JSD Professional Services, Inc, Mid-State Technical College, Miron Construction Co., Inc, Northcentral Technical College, Sprinter Business Solutions, TDS Telecommunications LLC, Village of Rib Mountain, Wisconsin, Greater Wausau Chamber of Commerce, City of Marshfield, MACCI, North Central Wisconsin Workforce Development Board, Portage County Business Council, Inc.

Central Wisconsin DEVELOPER TOUR SPONSORS

STEVENS POINT & WAUSAU



👍 You, Greater Wausau Chamber of Commerce and 10 others

3 shares

Meet Maddie! Maddie is our newest Universal Banker at the Lake Mills branch. She has over 6 years of customer service experience; this is her first time working in a bank. Maddie enjoys playing in different softball leagues and playing games in her free time. She currently attends Northcentral Technical College, studying toward earning her degree in bookkeeping. We are excited to welcome Maddie to our team!

MEET MADDIE



BLM bank of lake mills
Member FDIC

👍 5

1 comment



Wisconsin Department of Workforce Development

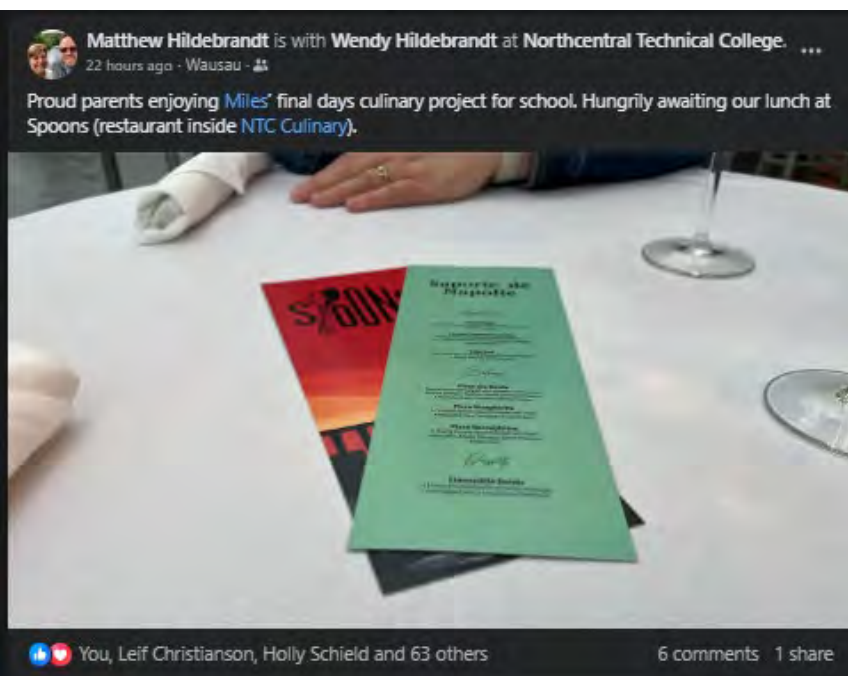
@WIWorkforce



Join DWD, @WEDCNews, @WisconsinDOA & task force members + #agriculture industry experts from @NTCNews & @UWMadisonCALs on Monday 5/6 for the next meeting of @GovEvers' Task Force on Workforce & Artificial Intelligence in #Wausau. Learn more & register: bit.ly/3w8VdFN



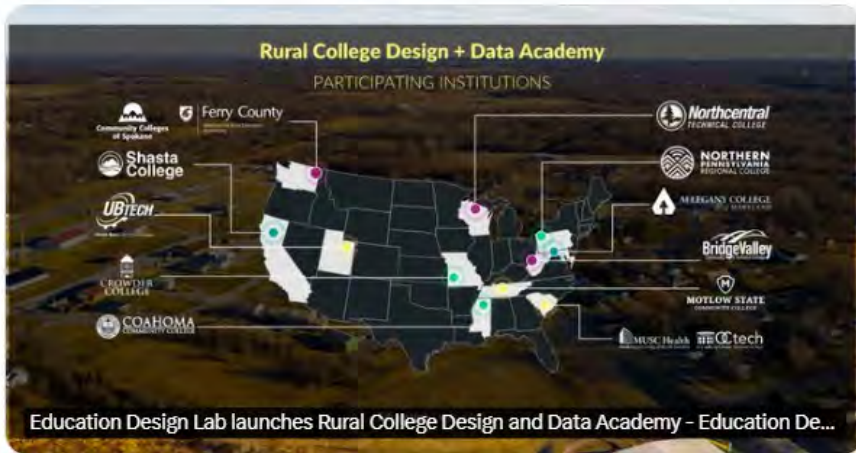
1:04 PM · May 2, 2024 · 265 Views



Education Design Lab
@eddesignlab

🚀 We launched our Rural College Design & Data Academy:

- @ShastaCollege
- @alleganycollgmd
- @CoahomaCC
- @CrowderCollege
- @NPRCOfficial
- @MedUnivSC + @OCtechEdu
- @MotlowState
- @UBTechTitans
- @CCofSpokane + @WSUNews Ferry County
- @BridgeValleyCTC
- @NTCNews



From eddesignlab.org

Be Amazing is at **Northcentral Technical College**.
2 days ago · Wausau · 🌐

Thank you to the NTC Be Amazing Club for helping tie blankets for our **Never Forgotten Honor Flight, Inc. Blanket Project!**
#kidsdoingcommunityservice
#honorflight

👍❤️ Kari Budleski Wierzba, Cheryl Goetsch and 23 others

2 shares



Abbotsford Health Care Center

a day ago · 🌐

...

A big thank you to Northcentral Technical College for partnering with us to advance healthcare education! At Abbotsford Healthcare Center, we've collaborated with NTC to offer hands-on experience to aspiring Certified Nursing Assistants. Also, a shoutout to the Colby School District for their work-study program partnership! 🙌👏👍

#abbotsford #healthcarecenter #abbotsfordhealthcare #healthcarefacility #certifiednursingassistant #healthcareeducation



👍 3



WiscoAg

7 hours ago · 🌐

...

Jenna Britenfelgt and Alex Crockford of [Northcentral Technical College](#) share how they are focusing on future careers in agriculture, involvement of farms and ag business in the community and the dynamic of students is changing.



OMNY.FM

Northcentral Technical College focus on futures careers in agriculture - WiscoAg News

👍 Northcentral Technical College

1 share



Rosholt School District

about an hour ago · 🌐



****SENIOR SPOTLIGHT****

Rosholt School District is proud to present our Seniors!!!!
(This was voluntary, students needed to submit information)
Today's Senior is Jaclynn Kaminski .

Advice for the younger classes.....Work hard for what you want and you will accomplish much!
Future plans.....NTC for Veterinary Technician



Rib Lake School District

20 hours ago · 🌐




During high school, Amber has been a part of the track & field team. She hopes to one day be a fertility nurse. Congratulations, Amber! #RLSD #RLSDPride



AMBER YANKO
NORTHCENTRAL TECHNICAL COLLEGE
NURSING

Edgar School District
2 hours ago · 🌐

We're excited to feature the [#EdgarExcellence Class of 2024!](#)
Today's [#SeniorShoutout](#): Elizabeth Woller
Plans After High School: Attending NTC for Criminal Justice
💚 Best wishes, Elizabeth! 💚



67 10 comments 2 shares

Wisconsin Department of Workforce Development
19 hours ago · ⚙️

On Monday, May 6, [Governor Tony Evers'](#) Task Force on Workforce and Artificial Intelligence will bring together experts from [#business](#), [#agriculture](#), [#education](#), [#technology](#), [#labor](#), [#workforcedevelopment](#), and [#economicdevelopment](#) for its next meeting at [Northcentral Technical College](#) in [#Wausau](#).

Presenters include Greg Cisewski, Dean of the School of Agricultural Sciences, Utilities and Transportation at [Northcentral Technical College](#), Troy Runge, Associate Dean for Research... [See more](#)



Governor's Task Force on Workforce and Artificial Intelligence

1

Merrill High School
22 hours ago · 🌐

This Bluejay has a plan! Alayna Boyd will be attending Northcentral Technical College for Cosmetology. Congratulations Alayna!

THIS BLUEJAY HAS A PLAN
NORTHCENTRAL TECHNICAL COLLEGE
COSMETOLOGY
Alayna Boyd

👍❤️ You and 73 others 6 comments 3 shares

Children's Imaginarium
22 hours ago · 🌐

Our newest visitor to the Children's Imaginarium! Thanks to Northcentral Technical College and Partnership for Progressive Agriculture.

Welcome Journey!

PPA Partnership for Progressive Agriculture

Children's Imaginarium

👍❤️ 9



educationdesignlab • Follow
Tullahoma, Tennessee

educationdesignlab We just launched our Rural College Design & Data Academy:

@shastacollege
 @ccctigers
 @crowdercollege
 @medunivsc + @oc_techsc
 @motlowstate
 @uintahbasintechcollege
 @spokanecommunitycollege + @wsupullman
 Ferry County
 @bridgevalleyctc
 @ntcwausau
 Allegany College of Maryland
 Northern Pennsylvania Regional College

#EducationDesignLab #Rural #College #CommunityCollege
 Edited · 1w

♥️ 💬 📌

Liked by laurencontee and others
 April 23

😊 Add a comment...



antigoschool • Follow
Kronicle • Chill Noons

antigoschool Last week, NTC-Wausau welcomed Antigo students to their Spring Preview Day, guiding them through learning rotation sessions in various fields such as Emergency Responder, Diesel Technology, CDL licensure, AI, Health, and Main Campus arenas. NTC provided AHS 10th, 11th, and 12th graders with a glimpse of the endless possibilities for their educational journeys. 📸📹

Thank you to NTC for inspiring our students! 🙏

#AntigoPride
 2d

♥️ 💬 📌

23 likes
 2 days ago

😊 Add a comment...



WITESOL: Wisconsin Teachers of English to Speakers of Other Languages

a day ago · 🌐

You still have two days to RSVP for this great PD event!

WITESOL is sponsoring an ELL Swap Shop at the Northcentral Technical College in Wausau, Wisconsin, on May 17th from 12:30 to 3:00 p.m.

Join this workshop to share resources, teaching tips and techniques with other ELL educators in central Wisconsin. Thanks to WITESOL, this event is FREE and includes lunch! If you plan to attend this event, please RSVP by May 3rd by using the QR code or visiting <https://www.witesol.com/professional-development/>

If you would like to host a professional development opportunity in Wisconsin with the support of WITESOL, check out <https://www.witesol.com/funding-opportunities/>

ELL Workshop



- Connect with your peers!
- Enjoy a free lunch!
- Win a door prize!

REGISTER:



Annual Central Wisconsin ELL Swap Shop

Join us for a Swap Shop to share teaching techniques and resources with other ELL Educators in Central Wisconsin.

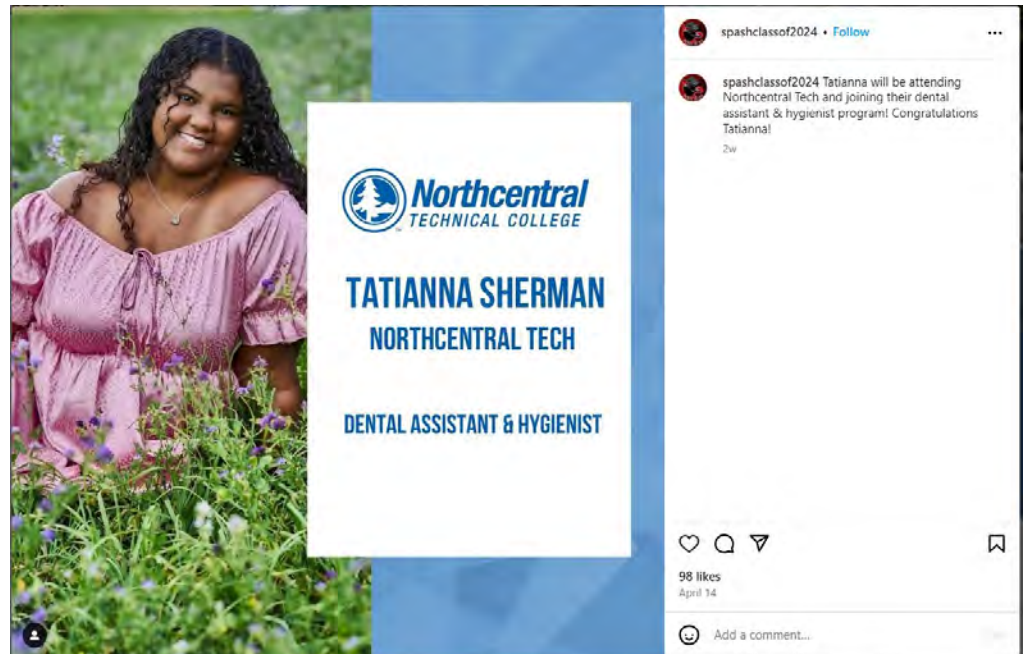
Bring an idea to share, and go home with some new strategies!

Friday, May 17, 2024
12:30 to 3:00 pm
Room D100



Northcentral Technical College
1000 W Campus Drive, Wausau, WI 54401

WWW.WITESOL.COM



Beauty by Joan
23h · 🌐

Once again, thank you to Studio Max at NTC Wausau for having me speak to the nail tech class! I hope I am able to share some useful knowledge, and inspire anyone along the way 🥰
Thank you Christy for coming along! 💖

**I also offer in salon shadow days, and possible one on one nail classes for licensed nail techs outside of our area, dm me for details if interested 🥰🥰



👍❤️ 63

2 comments 1 share



Helene's Hilltop Orchard · Follow

4 hours ago · 🌐



Yesterday we took time away from the farm to celebrate Alyse's Birthday! We had a great meal at Spoons, the restaurant NTC's Culinary School runs. Alyse was a 2021 graduate from the culinary school, we love supporting this amazing program! #birthdaycelebration #smallbusinessbigheart #communityengagement #beyourbestyou #wauwawisconsin #CulinaryExcellence



School District of Abbotsford

a day ago · 🌐



Congratulations Rafael!

Abbotsford
High School
Senior
Spotlight
Class of 2024



Rafael Alvarez
Hernandez

Congratulations!
Rafael will be attending Northcentral
Technical College



👍❤️ You and 67 others

10 comments 1 share



School District of Abbotsford

a day ago · 🌐



Congratulations Elijah!

Abbotsford
High School
Senior Spotlight



Class of 2024

Elijah Lemanski



Congratulations!

Elijah will be attending
Northcentral Technical College

👍 You and 52 others

💬 8 comments



School District of Abbotsford

6 days ago · 🌐



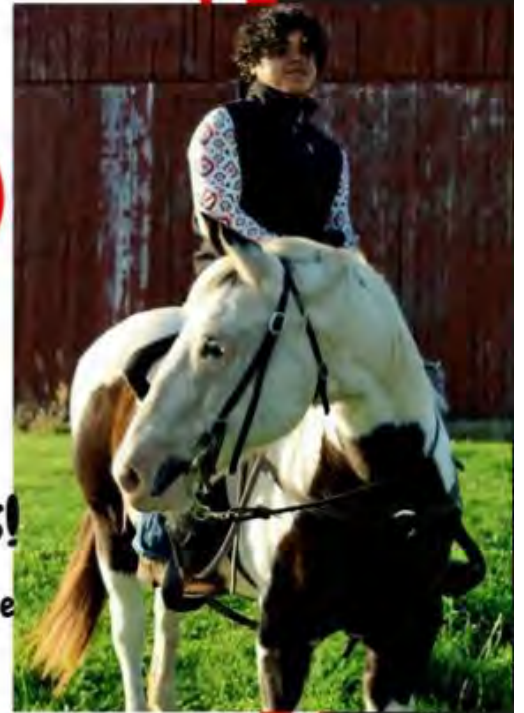
Congratulations Diego!

Abbotsford
High School
Senior Spotlight



Class of 2024

Diego Tzintzun Carino



Congratulations!

Diego will be attending
Northcentral Technical College

👍👍 You and 87 others

💬 12 comments 2 shares

School District of Abbotsford
 April 23 at 7:59 AM · 🌐

Congratulations Noah!

Abbotsford
 High School
 Senior Spotlight



Class of 2024

Noah Schraufnagel



Congratulations!
 Noah will be attending
 Northcentral Technical College

👍❤️ You and 82 others 20 comments · 2 shares

School District of Abbotsford
 April 23 at 7:57 AM · 🌐

Congratulations Khloe!

Abbotsford
 High School
 Senior Spotlight



Class of 2024

Khloe Frahmman



Congratulations!
 Khloe will be attending
 Northcentral Technical College

👍❤️ You and 77 others 14 comments · 2 shares



School District of Abbotsford
April 19 at 7:46AM · 🌐



Congratulations Tyler!

Abbotsford
High School
Senior Spotlight



Class of 2024

Tyler Priekschat



Congratulations!
Tyler will be attending
Northcentral Technical College



School District of Abbotsford
April 17 at 7:00AM · 🌐



Congratulations Sydney!

Congratulations to
Abbotsford's
Class of 2024
Co Salutatorian!



Sydney
Falteisek

Sydney will be attending
Northcentral Technical
College to major in Nursing.

You and 132 others

27 comments 6 shares

Rib Lake School District
a day ago · 🌐

Michael has been involved in football, basketball, and student council. He hopes to one day be a firefighter. Congratulations, Michael! #RLSD #RLSDPride



MICHAEL BUTLER
NORTHCENTRAL TECHNICAL COLLEGE
FIRE SCIENCE

👍 You and 61 others

15 comments 2 shares

Rib Lake School District
April 17 at 12:00 PM · 🌐

After graduation, Allison will be continuing her education at Northcentral Technical College! Congratulations, Allison! #RLSD #RLSDPride



ALLISON HEISER
NORTHCENTRAL TECHNICAL COLLEGE
UNDECIDED

👍👍 You and 88 others

18 comments

RL Rib Lake School District
April 10 at 12:00 PM · 🌐

Throughout high school, Julia has been an active member of our arts programs, including concert band, marching band, concert choir, and forensics. Julia plans to get her bachelor's degree in social work and later attend a UW System school to get her master's degree in therapy. She hopes to one day be a therapist specializing in teenagers and young adults. Congratulations, Julia! #RLSD #RLSDPride



JULIA DANANAY
NORTHCENTRAL TECHNICAL COLLEGE
SOCIAL WORK

RL Rib Lake School District
April 5 at 12:00 PM · 🌐

Throughout high school, Kaylyn has been a part of the band and volleyball team. She is also actively involved in her church. She hopes to one day be a bookkeeper or an accountant. Congratulations, Kaylyn! #RLSD #RLSDPride



KAYLYN ANNALA
NORTHCENTRAL TECHNICAL COLLEGE
FINANCE

👍❤️ You and 111 others

25 comments 1 share

S School District of Spencer
a day ago · 🌐

Congratulations Class of 2024!

PARENTS
Danielle & Keith
Schmidt

Class of
2024

FUTURE PLANS
Attend NTC for
Manufacturing
Design Engineering

DEVYN SCHMIDT



👍❤️ You and 98 others

13 comments 1 share

S School District of Spencer
April 15 at 1:00 PM · 🌐

Congratulations Class of 2024!

Class of
2024

MATTHEW LATHAM

PARENTS
Jen Latham and
Michael Latham

FUTURE PLANS
Attend NTC for
radiology tech



👍❤️ You and 92 others

11 comments 1 share

Class of
2024
LEEANN
LANG

PARENTS

Rick & Tammy
Lang

FUTURE PLANS

Attending NTC for
Medical Coding



👍❤️ 117

12 comments 4 shares

Congratulations Class of 2024!

Class of
2024
MCKENZIE
FUEHRER

PARENTS

Steve Fuehrer
&
Tina Kuntz

FUTURE PLANS

NTC for Vet Tech



👍❤️ You and 72 others

21 comments 1 share

Prentice School District
April 29 at 9:23 AM · 🌐

❤️ **Senior Spotlight** ❤️

Brooke Gillett-Brooke participated in 2 years basketball, 2 years Teen Court, 4 years Student Council. After high school, Brooke will be attending NTC for business management. Her favorite Buccaneer memory is when she went to Madeline Island and got to grill out with her friends.
#GoBucs

**CLASS OF 2024
SENIOR SPOTLIGHT**

Brooke Gillett

Extra Curricular Activities: Basketball - 2 years, Student Council - 4 years, Teen Court - 2 years, PAC - 2 years, Class Secretary/Treasurer - 4 years

👍❤️ 58 1 comment 2 shares

Rib Lake School District
3 days ago · 🌐

During high school, Macie has been a part of show choir and has been actively involved in her church. She hopes to one day be a counselor. Congratulations, Macie! #RLSD #RLSDPride

MACIE MUDGETT
NORTHCENTRAL TECHNICAL COLLEGE
SUBSTANCE USE DISORDER COUNSELING

👍❤️ Northcentral Technical College and 73 others 8 comments 6 shares

Congratulations Class of 2024!

Class of
2024
LANDON
BEHSELICH

PARENTS

Jeremiah Behselich
and Anna Behselich

FUTURE PLANS

Attend NTC for
Radiography



👍 You and 71 others

3 comments 4 shares

During high school, Amber has been a part of the track & field team. She hopes to one day be a fertility nurse. Congratulations, Amber! #RLSD #RLSDPride



AMBER YANKO
NORTHCENTRAL TECHNICAL COLLEGE
NURSING

👍 Northcentral Technical College and 83 others

17 comments 2 shares

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WSAW (CBS) 5/4/2024 6:06:11 PM
 Wausau, WI
 NewsChannel 7 @ 6
 Local Viewership: 16,215 Local Publicity Value: \$642.96

illness or nami . they seek to educate students about mental health so they can become leaders advocating to end the stigma. from pasture to plant, that's the idea behind northcentral technical college's new butchery program. it will take students through every phase of the butchering process. newschannel7's ben helwig has more on the of the new program. as live students at n-t-c as live students at n-t-c will soon have the ability to see literally how the sausage is made, and make it themselves. through the new program, students will walk through every step of bringing the animal from the farm to selling it themselves. vo the program comes through a grant after butchers around the state have not had the ability to butcher all the animals necessary. students will be able to harvest




WSAW (CBS) 5/4/2024 10:01:37 PM
 Wausau, WI
 NewsChannel 7 @ 10
 Local Viewership: 27,671 Local Publicity Value: \$1,686.47

pkg "the best way to get good at something is to practice doing it." (duration:02) that's the thought behind the pasture-to-plate butchery the pasture-to-plate butchery program, give students a chance to see the entire butcher process. chef travis teska/culinary instructor, northcentral technical college: "we will go to a farm with a state inspector, do the harvest of the animal right on the farm, bring that meet back here, put it in our meat lab, cut it up, turn it into all those other items and then teach the students along the way." (duration:12) it's a win-win. meat facilities get extra employees to help with harvest, while students are equipped with the harvesting skills and working in a state-of-the art meat lab. "i'm super excited because it's almost done. we're weeks away from construction being done. the equipment's in there. we have to do some final




WLUK (FOX) 5/6/2024 5:46:08 AM
 Green Bay, WI
 Good Day Wisconsin
 Local Viewership: 19,026 Local Publicity Value: \$428.04

>>a new butchery program at a central wisconsin colleges taking students from pasture to plate. and this morning we're getting a tour of the facility at northcentral technical college. then how wake has more >>best way to get good at something is to practice doing it. >>that's the thought behind the pasture to plate butchery program giving students. a chance to see the entire meat process? >>we will go to a farm with the state inspector. do the harvest of the animal right on the farm bring that meet back here? put it in our meat. lab cut it up. turn it into all those other items and then. >>teach the students along the way. >>it's a win win meet. facilities get extra employees




WSAW (CBS) 5/6/2024 12:12:18 PM
 Wausau, WI
 NewsChannel 7 @ Noon
 Local Viewership: 12,275 Local Publicity Value: \$819.24

butcher process... while giving meat facilities extra employees to help with harvest. not only will students have a chance to produce all types of meats... but they can also sell it. chef travis teska / culinary instructor, northcentral technical college "we'll have a little butcher counter right here that eventually will be open to the public and so you can come in and buy meat from us as we produce it." clayton neske / ntc student "hopefully, with my introduction into this class that i incorporate my knowledge i learned from this and sell some of my products up here." construction is expected to be completed by the end of this month. you can still enroll in the first year of the program... with classes beginning in the fall semester. and fishing season in wisconsin is here. the inland lakes sport fishing season got underway saturday. over the course of the season -- the d-n-r says more than



Fox WZAW 5/6/2024 9:01:07 PM
 Wausau, WI
 Newschannel 7 @ 9pm
 Local Viewership: 4,335 Local Publicity Value: \$267.63

the question is-- how to use it to our benefit. is-- how to use it to our benefit. those are the answers the governors taskforce on work-force and agriculture are looking for. a discussion at northcentral technical college centered on a-i in agriculture throughout wisconsin and the future it holds. newschannel 7's nolan bulmahn visited n-t-c to learn more about today's meetings. nolan, what were they able to take away from this get together? dale-- it's all a collective effort to enhance agriculture in america's dairy-land for years to come. the governor's task force met with leaders from n-t-c and



WAOW (ABC) 5/23/2024 6:04:58 PM
 Wausau, WI
 News 9 WAOW at 6PM
 Local Viewership: 28,289 Local Publicity Value: \$1,248.00

them still isn't known, but it is believed to be accidental. >> and we're just about a month away from the start of a summer fire academy offered by northcentral technical college. now this is an entry level firefighter class at the end of the academy, students will then be able to take state certification the first section get started june 25th. if you'd like to find out more information, you can find that at the school's website. >> memorial day weekend is nearly here and experts say you'll need to be a little more patient if you're planning on traveling. a lot of people already out on the roads. record numbers are expected, especially when it comes to the airports this

Items in this report: 6

Total Local Viewership: 107,811

Total Local Market Publicity Value: \$5,092.34

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