

Wisconsin Indianhead Technical College  
Board Proceedings  
August 17, 2020

The regular meeting of the Wisconsin Indianhead Technical College Board was held on Monday, August 17, 2020, at 8:30 a.m., at the WITC-Administrative Office, located at 505 Pine Ridge Drive, Shell Lake, WI 54871. The use of technology to access the meeting was available to Board members as needed.

**CALL TO ORDER/ROLL CALL/DETERMINATION OF QUORUM**

Chairperson Josh Robinson called the meeting to order at 8:37 a.m. with the following Board members present at the WITC Administrative Office in Shell Lake: James Beistle, Carol De Young, and Josh Robinson. Andy Albarado and Lori Laberee attended the meeting via BlueJeans technology. A quorum was established. Chris Fitzgerald joined the meeting via BlueJeans technology at 9:45 a.m. *Note: Janelle Gruetzmacher provided notice that she would not be in attendance at this meeting. Brett Gerber and Troy Lambert were unable to attend the meeting.*

The following WITC employees were in attendance during the meeting at the WITC Administrative Office in Shell Lake: Kim Olson and John Will. Kim Pearson and Jena Vogtman joined the meeting via BlueJeans technology for a portion of the meeting. Kathi Swanson of CLARUS Corporation also joined the meeting via BlueJeans technology for a portion of the meeting.

**OPEN MEETING**

The August 17, 2020, meeting of the Wisconsin Indianhead Technical College Board, and all other meetings of this Board, are open to the public and in compliance with state statutes. Notice of the meeting was sent to the press on August 14, 2020, in an attempt to make the general public of Wisconsin aware of the time, place, and agenda of the meeting.

**APPROVAL OF AGENDA**

Chairperson Robinson reserved the right to modify the order of the agenda to accommodate persons making presentations, live or via technology.

Carol De Young moved, seconded by Lori Laberee, to approve the agenda. Upon a unanimous vote of all members present, motion carried.

James Beistle moved, seconded by Andy Albarado, to authorize and approve the use of electronic signatures due to COVID-19 and the use of BlueJeans technology for this meeting. Upon a unanimous vote of all members present, motion carried.

Carol De Young moved, seconded by Lori Laberee, to authorize and approve James Beistle as interim Board Secretary to sign College documents at this meeting in the absence of Board Secretary Gerber. Upon a unanimous vote of all members present, motion carried.

**AUDIENCE RECOGNITION ANNOUNCEMENT**

Time was reserved for Chair Robinson to recognize people in the audience if needed. The Audience Recognition Board policy (II.L.) was included in the Board book as a reference.

**MEETING MINUTES**

1. Approval of the July 13, 2020, Annual Organizational Minutes

Lori Laberee moved, seconded by Andy Albarado, to approve the annual organizational meeting minutes as printed. Upon a unanimous vote of all members present, motion carried. The signed contract listing from the July meeting was attached to the official minutes.

## **CONSENT AGENDA**

Chairperson Robinson asked if there were any items to be pulled off the Consent Agenda and acted on separately; however, there were none.

Carol De Young moved, seconded by Andy Albarado, to approve the Consent Agenda. Upon a roll-call vote, all members present voted yes; motion carried (5-0).

### 1. Personnel:

- A. **New Hire:** Kimberly Bladecki, Scheduling Technician; Support and Technical Personnel; \$19.00/hour, Superior, effective July 27, 2020. *Note: Ms. Bladecki is currently a Conference Center Technician at the Superior Campus.*
- B. **New Hire:** Jennifer Bybee, Student Services Assistant; Support and Technical Personnel; \$16.03/hour, Ashland, effective August 17, 2020.
- C. **New Hire:** Shane Kramlich, HVAC/R Instructor; Faculty; annual salary \$57,268, Superior, effective July 1, 2020.
- D. **New Hire:** Matthew Stone, Custodian; Custodian; \$16.56/hour, Rice Lake, effective August 24, 2020.
- E. **Resignation:** Kimberly Bladecki, Conference Center Technician; Superior, effective July 26, 2020.
- F. **Resignation:** Ann Charbonneau, Allied Health Technician; Superior, effective February 1, 2021.
- G. **Resignation:** Jill Fox, Student Life Coordinator; New Richmond, effective August 14, 2020.
- H. **Resignation:** Cynthia Gibson, General Studies – Communications Instructor; Rice Lake, effective December 31, 2020.
- I. **Resignation:** Rachel Peck, Student Services Assistant; Ashland, effective August 14, 2020.
- J. **Resignation:** Jennifer Siem, Administrative Specialist/Supervisor; Rice Lake, effective September 7, 2020.

*There were a total of 49.5 years of service from those who resigned (will retire/leave the College); Ms. Charbonneau served 21 years Ms. Fox served 4 years, Ms. Gibson served 4.5 years, Ms. Peck service 2.5 years, and Ms. Siem served 17.5 years. The Board expressed its appreciation for this service to the College.*

### 2. Contracts

The contract listing was approved (see attached list).

### 3. Financial/Cash Position Report

The College's Financial and Cash Position Report, as of last month, was approved.

### 4. Approval of Bills

Expenditures and revenue from the budget, covering check numbers 252813 through 253261 and electronic transfer payments totaling \$6,112,489.53 were approved.

## **OTHER ITEMS REQUIRING BOARD ACTION**

- 1. Tabled to August 2020 Meeting see July Minutes: Approval of Revised Administrative Policy (G-112 & J-120) – Non-Discrimination/Non-Harassment Compliance, Approval of Revised Administrative Policy (G-113 & J-121) – Unlawful Discrimination/Harassment/Sexual Harassment/Sexual Misconduct/Sexual Violence Complaints, Approval of Revised Administrative Procedure (G-113A, J-121A, & J-220A) - Unlawful Discrimination/Harassment/Sexual Harassment/Sexual Misconduct/Sexual Violence Complaints  
Board approval was recommended for these revised policies and procedure due to the changes in Title IX regulations issued by the US Department of Education.

Lori Laberee moved, seconded by Carol De Young, to remove this item from the table and bring it forward for discussion. Upon a unanimous vote of all members present, motion carried.

Lori Laberee moved, seconded by Andy Albarado, to approve Administrative Policies G-112 & J-120 and G-113 & J-121; as well as Administrative Procedure G-113A, J-121A, & J-220A as presented. Upon a roll-call vote, all members present voted yes; motion carried (5-0).

2. Approval of New Administrative Procedure (G-113B) - Unlawful Discrimination/ Harassment/Sexual Harassment/Sexual Misconduct/Sexual Violence Complaints Grievance Procedure

Board approval was recommended for this new procedure due to the changes in Title IX regulations issued by the US Department of Education.

Carol De Young moved, seconded by Andy Albarado, to approve Administrative Procedure G-113B as presented. Upon a roll-call vote, all members present voted yes; motion carried (5-0).

3. Approval of Revised Administrative Policy (G-114 & J-114) - Sexual Violence Elimination Commitment

Board approval was recommended for this revised policy due to the changes in Title IX regulations issued by the US Department of Education.

Andy Albarado moved, seconded by Carol De Young, to approve Administrative Policy G-114 & J-114 as presented. Upon a roll-call vote, all members present voted yes; motion carried (5-0).

4. Annual Review of Board's Board-Staff Relationship Policies (III. A.-C.)

Time was reserved for the annual review of the following Board policies.

- A. Delegation to the President (III.A.)
- B. President's Responsibilities and Evaluation (III.B.)
- C. Monitoring College Effectiveness (III.C.)

Andy Albarado moved, seconded by Carol De Young, to approve the Board's Board-Staff Relationship Policies (III. A.-C.) as presented. Upon a unanimous vote of all members present, motion carried.

5. Annual Review and Approval of Board's Executive Limitations Policies (IV. A.-G.)

Time was reserved for the annual review of the following Board policies.

- A. General Executive Constraint (IV.A.)
- B. Human Relationships (IV.B.)
- C. Financial Condition (IV.C.)
- D. Budgeting/Forecasting (IV.D.)
- E. Compensation and Benefits (IV.E.)
- F. Asset Protection (IV.F.)
- G. Communication and Counsel to the Board (IV.G.)

Lori Laberee moved, seconded by Andy Albarado, to approve the Board's Executive Limitations Policies (IV. A.-G.) as presented. Upon a unanimous vote of all members present, motion carried.

6. Approval of Liberal Arts - Associate of Arts Concept Review

Administration requested Board approval for submission of the Concept Review for the Liberal Arts – Associate of Arts program. The Concept Review will be submitted to the Wisconsin Technical College System (WTCS) for approval at the WTCS Board meeting in September, and the Program Proposal will be submitted to the WTCS for approval at the WTCS Board meeting in November. Upon approval from the WITC Board and WTCS Board, the program will be submitted to the UW Board of Regents through its Education Committee for final review at either the December or February meeting. A concept review form and program curriculum checklist were provided for the Board’s information.

A Memorandum of Understanding (MOU) is being developed with UW-Superior to collaborate on course offerings, advising, evaluation, etc. A draft copy of the MOU was shared with the Board. This program would be offered at all four campus locations: Ashland, New Richmond, Rice Lake, and Superior through multiple delivery methods (in-person, Your Choice, Web Conferencing, and Online); UW-Superior will offer courses fully online. Plans are to implement the program in the fall of 2021.

Five technical colleges already have this kind of program. Students would be eligible to get financial aid if we can award this degree; whereas as it currently stands, they could take our courses and transfer them but are not able to get financial aid. Students who take this program may pay higher tuition.

Dr. Will informed the Board that following the approval of the programs’ concept, WITC would need to work with the system office to have courses evaluated and approved. Current Aid Code 10 courses are similar to Aid Code 20 courses, but some adjustments may be required.

Lori Laberee moved, seconded by Carol De Young, to approve Liberal Arts - Associate of Arts Concept Review as presented. Upon a roll-call vote, all members present voted yes; motion carried (5-0).

7. Approval of Liberal Arts - Associate of Science Concept Review

Administration requested Board approval for submission of the Concept Review for the Liberal Arts – Associate of Science program. The Concept Review will be submitted to the Wisconsin Technical College System (WTCS) for approval at the WTCS Board meeting in September, and the Program Proposal will be submitted to the WTCS for approval at the WTCS Board meeting in November. Upon approval from the WITC Board and WTCS Board, the program will be submitted to the UW Board of Regents through its Education Committee for final review at either the December or February meeting. A concept review form and program curriculum checklist were provided for the Board’s information.

A Memorandum of Understanding (MOU) is being developed with UW-Superior to collaborate on course offerings, advising, evaluation, etc. A draft copy of the MOU was shared with the Board. This program would be offered at all four campus locations: Ashland, New Richmond, Rice Lake, and Superior through multiple delivery methods (in-person, Your Choice, Web Conferencing, and Online); UW-Superior will offer courses fully online. Plans are to implement the program in the fall of 2021.

Five technical colleges already have this kind of program. Students would be eligible to get financial aid if we can award this degree; whereas as it currently stands, they could take our courses and transfer them but are not able to get financial aid. Students who take this program may pay higher tuition.

As previously noted, Dr. Will informed the Board that following the approval of the programs' concept, WITC would need to work with the system office to have courses evaluated and approved. Current Aid Code 10 courses are similar to Aid Code 20 courses, but some adjustments may be required.

Andy Albarado moved, seconded by Carol De Young, to approve Liberal Arts - Associate of Science Concept Review as presented. Upon a roll-call vote, all members present voted yes; motion carried (5-0).

*Board Chair Robinson recessed the meeting at 9:20 a.m. and reconvened the meeting at 9:25 a.m.*

8. Approval of Resolution 21-01, Associate Member Agreement Wisconsin Technical College Employee Benefit Consortium

Included was Resolution 21-0 (see attached) for adoption to participate in the Wisconsin Technical College Employee Benefit Consortium. The District currently participates in the consortium-procured Employee Life Insurance program, which makes it eligible to become an Associate Member of the organization. As an Associate Member, the college is a non-voting member but has the ability to participate in consortium Board meetings and access non-stop-loss benefits provided to consortium members. These non-stop-loss benefits currently include dental third-party administration, vision coverage, COBRA administration, FSA/HSA/HRA administration, accident insurance, employee legal services, pet insurance, and long-term and short-term disability insurance in addition to the employee life insurance coverage currently utilized. There is no cost to be an Associate Member, and the commitment is for a term of three years. An Association Membership Introduction PowerPoint was also provided.

Dr. Will recommended that the College join the consortium to be an associate member as a first step to being a full member. WITC won't be a full member unless it makes economic sense; however, this will give our College an opportunity to have a seat at the table.

Lori moved, seconded by Andy Albarado, to approve Resolution 21-01, Associate Member Agreement Wisconsin Technical College Employee Benefit Consortium as presented. Upon a roll-call vote, all members present voted yes; motion carried (5-0).

**CORRESPONDENCE AND INFORMATION**

1. Meeting Information Sharing

Time was reserved for Board members to report on any meetings they attended.

A. **Wisconsin Technical College District Boards Association Meeting Update**

Time was reserved for an update from those who attended the virtual District Boards Association (DBA) summer meeting that took place on July 24, 2020. James Beistle, Lori Laberee, and John Will participated in this meeting. The meeting materials are located on the DBA's website.

2. Travel Sign Up

A. **Board Events Schedule**

Time was reserved for Board members to update administration on their plans for upcoming Board events. A copy of the *Board Events Schedule* was included in the Board book, and Board members were requested to notify the Executive Assistant as soon as plans are confirmed. Links to state and national Board meetings and events were included in the Board book.

**B. Annual District Boards Association Planning Meeting Topics**

An annual planning survey excerpt was provided for the Board's feedback on topics for the upcoming District Boards Association planning meeting. Ms. Laberee and Mr. Beistle will be in attendance at the meeting a week from this Friday and will bring back the information.

**3. Monitoring Schedule Review and Updates**

**A. Monitoring Schedule**

Time was reserved to review and update *the Board Monitoring Schedule* as needed. Administration recommended adding G-113B and G-114/J-114 to the month of July, as well as moving the Annual Employee Handbook Update from August to September.

Carol De Young moved, seconded by Lori Laberee, to approve the Monitoring Schedule updates as printed. Upon a unanimous vote of all members present, motion carried.

**B. Board Forward Meeting Planning**

The Board Forward meeting is scheduled to take place on Monday, November 16, 2020, following the regular Board meeting, at the WITC-Administrative Office in Shell Lake. Time was reserved for the Board to discuss agenda topics and whether or not a facilitator is needed for this meeting.

President Will deferred to the Board's Self-Evaluation Subcommittee on its previous discussion about topics for the Board Forward meeting. Otherwise, topics for the Board's consideration could be on the new strategic plan and the implementation of a name change. He would like to talk to the Board about a two-year strategic plan rather than doing an extensive public-feedback process due to things being up in the air with COVID-19. He would also like to include the Board heavily in the implementation of a name change and will need extra time to have that discussion.

Ms. Laberee would like time to think about this and will bring something back to the September Board meeting. Perhaps a brief exercise could be done to transition the Board into a conversation on the name change.

**4. President's Updates:**

**A. Enrollment Update**

President Will provided an update on the most recent enrollment information. A Plan Enrollment Funnel and a Cognos report were provided for the Board's information.

**B. COVID-19 Update**

President Will provided a brief update on social distancing and communication protocols for staff and students. The Governor's Emergency Order was provided. To review the most up-to-date information, please reference the coronavirus website at <https://www.dhs.wisconsin.gov/disease/covid-19.htm>.

*Note: Mr. Fitzgerald joined the meeting at 9:45 a.m.*

**C. CARES Act Update**

Time was reserved for an update from President Will on CARES Act total refunds to date. The College has distributed about one-third of the CARES Act money to students.

**D. WITC Service Awards Update**

This year WITC will recognize employees for 700 total years of service. One employee will be recognized for 35 years of service, two employees will be recognized for 30 years of service, and two employees will be recognized for 25 years of service. The FY21 Staff Service Award Recipient list was provided for the Board's reference. On behalf of the Board, Chair Robinson asked President Will to pass the Board's sincere thanks to these

employees for their service to the college.

**E. August Faculty Training**

President Will shared information about resources that are being provided to faculty to gear up for fall. Creating an internal training plan represents excellent teamwork by multiple departments within the College. A flyer and PowerPoint slides were provided.

**F. Best Community Colleges in America Recognition**

Time was reserved for President Will to provide an update on WITC's Top 25 ranking by SmartAsset. A link was provided to an article for the Board's information. WITC was ranked 15<sup>th</sup> out of more than 800 community colleges. This affirms that we are doing the right things.

**G. Strategic Planning Timeline**

President Will provided an update on the Strategic Planning Timeline that was provided. We are closing out our 24X21 Strategic Plan; and due to COVID-19, we aren't going to get to 2,400 FTE/Credentials; however, we would like to propose shifting our focus to a two-year plan rather than a three-year plan. President Will would like to narrow our focus to a handful of items the College can do a really good job on over the next two years using information we've already collected.

**5. Legislative Updates**

Time was reserved for legislative updates. *Note: District legislators have an open invitation to attend WITC Board meetings to provide legislative updates.*

President Will noted that there is an expectation that the state will announce a lapse in funding, which means our current funding will be reduced. The expectation is that this will affect our equalization aid, outcomes-based funding, and/or state grants.

**6. Tabled to August 2020 meeting see July Minutes: Discrimination/Harassment Complaints Annual Report**

In accordance with Administrative Procedures G-113A and J-121A, Discrimination/Harassment Compliance/Sexual Assault, administration is required to report to the Board of Trustees formal complaints related to discrimination, harassment, sexual harassment, and sexual assault. For fiscal year 2020, there were 6 student complaints filed, 5 employee complaints filed, 0 applicant complaints filed, and 0 formal grievance complaints filed. Investigation resulted in 3 findings of a violation of the College's anti-discrimination/harassment policies.

Andy Albarado moved, seconded by Carol De Young, to remove this item from the table and bring it forward for discussion. Upon a unanimous vote of all members present, motion carried.

**7. 2021 District Boards Association Board Member of the Year Award – Request for Nomination**

The District Boards Association's Marketing/Public Relations and Awards Committee requested the Board's help in identifying a nominee for the 2021 Board Member of the Year award. This award recognizes a district board member who has made an outstanding contribution to technical and vocational education through participation as a trustee on the local, state, regional/national level. Any district board member is eligible to be nominated, with the nomination addressing those three criteria areas. The completed nomination paperwork is due to the Association office no later than November 1, 2020. The award will be presented at the January 2021 Boards Association winter meeting. The Board may use the process it thinks is appropriate to select a nominee.

Carol De Young moved, seconded by James Beistle, to nominate Lori Laberee for the 2021 District Boards Association Board Member of the Year Award. Upon a unanimous vote of all members present, motion carried. Ms. Olson will work with Ms. Laberee and submit the nomination on behalf of the Board.

Mr. Beistle noted that Carla Hedke from Northeast Wisconsin Technical College (NWTC) in Green Bay was selected as the District Boards Association 2020 Board Member of the Year. Ms. Hedke was also selected for the 2020 Central Region ACCT Trustee Leadership Award.

8. Market Research Project Results – Part 2

Kathi Swanson of CLARUS Corporation provided an update on the marketing research project. A PowerPoint presentation was provided with the results from community and enrollment surveys. Kudos and opportunities were noted. In the next week or two, draft reports will be provided for the institution to look at.

9. Student Updates and News

A. **WAICU, WTCS Sign Credit Transfer Agreement**

The thousands of students seeking to transfer credits from a Wisconsin technical college to one of the state's private, nonprofit colleges, and universities will have a much easier time in the future thanks to a historic, comprehensive agreement. A *Sun Prairie Star* article was provided.

B. **Ashland WITC to Begin Live Classes in August**

WITC will start classes on August 24, but it will be a vastly different campus than in years past. WITC Campus Administrator and Vice President of Student Affairs Steve Bitzer along with WITC students address challenges and concerns for the upcoming year. An *Ashland Daily Press* article was provided.

C. **Frontier Ag and Turf Named WTCS 'Futuremaker Partner'**

The WTCS recognized Frontier Ag & Turf for its long partnership and support. Frontier Ag members help shape the school's culture as part of its advisory committee, including the Agricultural Power & Equipment Technician and Leadership Development programs. The company is a regular presence on campus and collaborates in the delivery of career exploration and awareness activities. A *Hudson Star Observer* article was provided.

D. **WITC Adds New Fire Truck for Training**

WITC added a new fire truck to its fleet equipped with the most updated technology. The fire truck will give firefighters the opportunity to practice the skills they need to safely do their job. A *Superior Telegram* article was provided.

**INFORMATION REPORT**

1. Annual WITC Foundation Report

Kim Pearson, Director of Advancement/Executive Director Foundation, provided an update on the WITC Foundation. A PowerPoint presentation was provided.

Carol De Young moved, seconded by Andy Albarado, to accept the WITC Foundation Report as it related to the interpretation of the ENDS statement for the President's annual evaluation. Upon a unanimous vote of all members present, motion carried.

**ESTABLISH BOARD AGENDA ITEMS FOR FUTURE MEETINGS**

1. Review Meeting Dates, Locations, and Start Times

Time was reserved for the Board to confirm its plans for the regular meeting scheduled on Monday, September 21 2020, beginning 8:30 a.m., at the WITC-Administrative Office in Shell Lake. The Board meeting schedule was provided for the Board's information.



2. Review/Add Agenda Items

Time was reserved for the Board to add or review agenda items for the next Board meeting. Board agenda items for the next meeting were listed on the Board's Monitoring Schedule. Additional agenda items for this meeting were discussed.

*Note: Board members may add additional items to next month's Board agenda by contacting the Chair before Thursday, August 27, 2020. This request does not obligate the Chair to include these items on the agenda. The Chair will notify administration of agenda items before the Board book is prepared.*

**MEETING EVALUATION**

**PLUS +/-DELTA ^**

- + Interesting Market Research report
- + Nice to be back at Shell Lake
- + Good Foundation report
- + Thanks to Jim Beistle for filling the temporary role as secretary
- + Glad to be able to be back to a (mostly) face-to-face meeting, even if we have to wear masks & socially distance. It was great to have some version of "normalcy" & the flow of the meeting seemed a little smoother.
- + Amazing presentation about the Market Research study. So much information that it seemed overwhelming, but a ton of helpful information to digest & utilize in the near future.
- + Great idea to nominate Lori Laberee for the District Boards Association Member of the Year award. She is such a classy & talented representative of our board & she is always equally devoted on the District/State level.
- + Kudos (again) to Dr. John Will & to Kim Olson for your organizational skills, leadership & guidance.
- + Sincere sympathy to Craig Fowler regarding the loss of his wife. Thank you for keeping us informed of the final details for her visitation & burial.
- + I liked Jim's suggestion to hold the next meeting at the New Richmond campus because it is always great to see the different campuses, but I understand why it may not be a good time to do that while we wait to get through the pandemic.
- ^ None

Carol De Young moved, seconded by James Beistle, to adjourn the meeting at 11:30 a.m.

Respectfully submitted,



Board Secretary

ko

Wisconsin Indianhead Technical College  
 Contract Estimated Full Cost Report

Fiscal Year:  
 2021

8/3/20  
 9:38 15 am

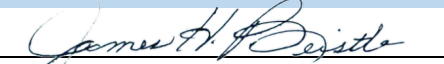
The Board is requested to ratify the President's action in entering into a contractual arrangement with the following agencies:

State Designated Indirect Cost Factors:  
 Off Campus = 35.06 %  
 On Campus = 42.12%

\*-----ESTIMATED-----\*

Contract Number	Account Name	Location of Training	On/Off	Contract Revenue	Est.Salary/Fringe	+	Indirect Cost	+	Other Direct Cost Total	=	Full Cost	Difference
<b>Approval Date: February 2020 (1 record)</b>												
721319	Rice Lake Police Department 15 officers will attend 3 hours of training to include WI DOJ Firearms Qualification and Less Lethal Munitions training	Rice Lake	Off	\$ 432.00	\$ 627.00	\$	228.92	\$	-	\$	855.92	\$(423.92)
721320	Norlake HVAC-R overview and propr brazing techniques training.	Hudson	Off	\$ 1,257.00	\$ 488.29	\$	178.28	\$	292.00	\$	958.57	\$ 298.43
<b>Grand Totals (2 records)</b>												

\*indicates an amended contract

  
 Board Secretary 8-17-20  
 Date

Associate Member Agreement  
Wisconsin Technical College Employee Benefit Consortium

**ADDENDUM B**  
**FORM OF MEMBER PARTICIPATION AGREEMENT**

THIS MEMBER PARTICIPATION AGREEMENT (“**Member Agreement**”), effective as of the date the last date written below, is entered into by and between the Wisconsin Technical College Employee Benefit Consortium, a voluntary association of participating Wisconsin Technical College Districts established pursuant to an intergovernmental cooperation agreement to Section 66.0301 of the Wisconsin Statutes (collectively, the “**Consortium**”), and Wisconsin Indianhead Technical College, a Wisconsin Technical College (hereinafter referred to as to “**Member**”). Capitalized terms used but not otherwise defined herein shall have the meanings given to them in the First Amended and Restated Wisconsin Technical College System Employee Benefit Consortium Agreement (the “**Agreement**”).

**RECITALS:**

WHEREAS, Member wishes to become an Associate Member in the Consortium as of the date first written above; and

WHEREAS, Member and the Consortium (collectively, the “**Parties**”) enter into this Member Agreement to establish the terms and conditions of the Member’s participation in the Consortium.

**AGREEMENT:**

IN EXCHANGE FOR GOOD AND VALUABLE CONSIDERATION, the receipt and sufficiency of which are hereby acknowledged, the parties hereto hereby agree as follows:

**1. Review of the Agreement.** Member acknowledges that it has received and reviewed a copy (in execution form) of the Agreement.

**2. Membership.** Member hereby joins the Consortium in the member classification identified above and agrees:

(a) to be bound by, and hereby confirms, all terms, conditions, agreements, acknowledgments, covenants and representations attributable to a Member in the Agreement, including but not limited to:

(i) to appoint a Participant to participate in Consortium discussions;

(ii) to participate, at Member’s election, in Non-Stop-Loss Related Services of the Consortium (Member specifically recognizes it shall not participate in Stop-Loss Related Services of the Consortium); and

(b) to fulfill the requirements of membership in the Consortium, as set forth in the Agreement or as adopted by the Board from time to time.

3. **Cooperation.** The undersigned hereby agrees to take such further actions as may be reasonably requested by the Consortium to further effectuate the intent of the foregoing.

4. **Counterparts.** This Agreement may be executed in two or more counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same instrument, provided that all such counterparts, in the aggregate, shall contain the signatures of all parties hereto. The signature of a party transmitted by facsimile or in PDF form shall be considered the original signature of that Party.

IN WITNESS WHEREOF, the Member and the Consortium have caused their duly-authorized representatives to execute and deliver this Member Participation Agreement, effective as of the last date first above written.

**CONSORTIUM:**

WISCONSIN TECHNICAL COLLEGE SYSTEM EMPLOYEE BENEFIT  
CONSORTIUM

By: \_\_\_\_\_

Printed Name: \_\_\_\_\_

Title: \_\_\_\_\_

Date: \_\_\_\_\_

Attested to:

By: \_\_\_\_\_

Printed Name: \_\_\_\_\_

Title: \_\_\_\_\_

Date: \_\_\_\_\_

**MEMBER:**

WISCONSIN INDIANHEAD TECHNICAL COLLEGE

By:  \_\_\_\_\_

Printed Name: Josh Robinson

Title: Board Chair

Date: 8-17-20

Attested to:

By: James H. Beistle

Printed Name: James Beistle

Title: Interim Board Secretary

Date: 8-17-20

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