



**Morgan Phillips, EdD**  
Interim President and CEO

August 13, 2025

**Elkhorn Campus**

400 County Road H  
Elkhorn, WI 53121-2046

**HERO (Health And  
Emergency Response  
Occupations) Center**

380 McCanna Pkwy.  
Burlington, WI 53105-3622

**Horizon Center For  
Transportation  
Technology**

4940 - 88th Avenue  
Kenosha, WI 53144-7467

**Inspire Center**

3520 - 30th Avenue  
Kenosha, WI 53144-1690

**Kenosha Campus**

3520 - 30th Avenue  
Kenosha, WI 53144-1690

**LakeView Advanced  
Technology Center**

5533 - 26th Avenue  
Kenosha, WI 53140-5608

**Racine Campus**

1001 South Main Street  
Racine, WI 53403-1582

**SC Johnson  
iMET (Integrated  
Manufacturing  
& Engineering  
Technology) Center**

Renaissance Business Park  
2320 Renaissance Blvd.  
Sturtevant, WI 53177-1763

**WGTD HD**

Your Gateway to Public Radio  
wgtd.org  
262.564.3800

**gtc.edu**

**800.247.7122**

**Wisconsin Relay 711**

**GATEWAY TECHNICAL COLLEGE DISTRICT BOARD**

Regular Meeting – Thursday, August 21, 2025 – 8:00 am

In-Person and Virtual Meeting

Elkhorn Campus, South Building Room 112/114  
400 County Route H, Elkhorn, WI 53121

Join Webinar <https://gtc.zoom.us/j/81435821204>

The Gateway Technical College District Board will hold its regular meeting on Thursday, August 21, 2025, at **8:00 am** as an in-person and virtual meeting. The agenda is included. The public may attend in person or access the meeting using the webinar link listed above.

For virtual citizen comments please contact David Elliott at [elliottd@gtc.edu](mailto:elliottd@gtc.edu) prior to the meeting.

Best regards,

Morgan Phillips, Ed.D.  
Interim President and Chief Executive Officer

# GATEWAY TECHNICAL COLLEGE DISTRICT BOARD

Regular Meeting – Thursday, August 21, 2025 – 8:00 am  
In-Person and Virtual Meeting  
Elkhorn Campus, South Building Room 112/114  
400 County Route H, WI 53121

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X		X	<b>Next Meeting Date and Adjourn</b> A. Regular Meeting – Wednesday, September 17, 2025, 3:00 pm, Virtual and In-Person, Kenosha Campus, Madrigano Conference Center Board Room B. Adjourn – Following the regular meeting, the Gateway Technical College District Board will meet in closed session pursuant to Wisconsin Statutes 19.85(1)(c) to discuss <b>Personnel Issues.</b> The Board reserves the right to reconvene in open session to take action on items discussed in closed session.	<b>116</b>

## **GATEWAY TECHNICAL COLLEGE DISTRICT BOARD**

Regular Meeting – Thursday, August 21, 2025 – 8:00 am

In-Person and Virtual Meeting

Elkhorn Campus, Room 112/114

400 County Trunk H, Elkhorn, WI 53121

Join Webinar <https://gtc.zoom.us/j/81435821204>

### **CALL TO ORDER**

Open Meeting Compliance

### **ROLL CALL**

Ram Bhatia	_____
Tamarra Coleman	_____
Preston Gardner	_____
Zaida Lange-Irisson	_____
Caio Lisboa - <i>Student</i>	_____
Rebecca Matoska-Mentink	_____
Nicole Oberlin	_____
Scott Pierce	_____
Michael P. Reader	_____
Jason Tadlock	_____

### **Our Positive Core – Gateway Technical College District Board**

Our shared strengths as a Board that we draw upon to do our work:

- Belief in the value of Gateway Technical College
- Commitment to our community
- Common sense of mission
- Mutual respect
- Sense of humor
- Open-mindedness & willingness to question



## APPROVAL OF AGENDA

Items on the Consent Agenda for discussion

## APPROVAL OF MINUTES

- A. June 5, 2025 – Special Meeting
- B. June 6, 2025 – Special Meeting
- C. June 11, 2025 – Regular Meeting
- D. July 14, 2025 – Organizational Meeting

GATEWAY TECHNICAL COLLEGE DISTRICT BOARD  
Special Meeting, June 5, 2025

The Gateway Technical College District Board met in-person and virtually on Thursday, June 5, 2025. The meeting was called to order at 9:00 am by Jason Tadlock, Chairperson.

**Open Meeting Compliance**

David Elliott confirmed the meeting was duly noticed in accordance with state statutes for open meeting compliance.

**Roll Call**

**Present:** Preston Gardner, Zaida Lange-Irison, Rebecca Matoska-Mentink, Nicole Oberlin, Scott Pierce and Jason Tadlock

**Excused:** Ram Bhatia, Benjamin DeSmidt and William Duncan

Also in attendance were Recorder David Elliott, Vice President of Talent & Culture Jacqueline Morris and Executive Assistant Liz Allen.

**Approval of Agenda**

It was moved by Z. Lange-Irison, seconded by R. Matoska-Mentink and carried to approve the agenda.

**Adjourn**

- A. At 9:03 am it was moved by S. Pierce and seconded by N. Oberlin and carried by roll call vote that the meeting was adjourned and the Gateway Technical College Board moved to closed session pursuant to Wisconsin Statutes 19.85(1)(c) to interview **Interim Presidential Candidate**. The Board reserves the right to reconvene in open session to take action on items discussed in closed session.

**Roll Call**

**Aye: 6**

**No: 0**

**Abstaining: 0**

**Excused: 3**

**Adjourn**

The board did not reconvene in open session. At approximately 10:30 am, it was moved by S. Pierce, seconded by Z. Lange-Irison and carried to adjourn.

Submitted by,

Nicole Oberlin, Secretary  
Gateway Technical College Board of Trustees

GATEWAY TECHNICAL COLLEGE DISTRICT BOARD  
Special Meeting, June 6, 2025

The Gateway Technical College District Board met in-person and virtually on Friday, June 6, 2025. The meeting was called to order at 2:32 pm by Jason Tadlock, Chairperson.

**Open Meeting Compliance**

David Elliott confirmed the meeting was duly noticed in accordance with state statutes for open meeting compliance.

**Roll Call**

**Present:** Preston Gardner, Zaida Lange-Irison, Rebecca Matoska-Mentink, Nicole Oberlin, Scott Pierce and Jason Tadlock

**Excused:** Ram Bhatia, Benjamin DeSmidt and William Duncan

Also in attendance were Recorder David Elliott and Vice President of Talent & Culture Jacqueline Morris.

**Approval of Agenda**

It was moved by Z. Lange-Irison, seconded by S. Pierce and carried to approve the agenda.

**Adjourn**

- A. At approximately 2:35 pm it was moved by S. Pierce and seconded by Z. Lange-Irison and carried by roll call vote that the meeting was adjourned and the Gateway Technical College Board moved to closed session pursuant to Wisconsin Statutes 19.85(1)(c) to interview **Interim Presidential Candidate**. The Board reserves the right to reconvene in open session to take action on items discussed in closed session.

**Roll Call**

**Aye: 6**

**No: 0**

**Abstaining: 0**

**Excused: 3**

**Adjourn**

The board did not reconvene in open session. At approximately 4:31 pm, it was moved by S. Pierce, seconded by Z. Lange-Irison and carried to adjourn.

Submitted by,

Nicole Oberlin, Secretary  
Gateway Technical College Board of Trustees

GATEWAY TECHNICAL COLLEGE DISTRICT BOARD  
Regular Meeting, June 11, 2025

The Gateway Technical College District Board met virtually and in person at the Kenosha Campus, Madrigano Conference Center Board Room, on Wednesday, June 11, 2025. The meeting was called to order at 8:00 am by Jason Tadlock, Chairperson.

**Open Meeting Compliance:** David Elliott confirmed the meeting was duly noticed in accordance with state statutes for open meeting compliance.

**Roll Call**

**Present:** Ram Bhatia, Preston Gardner, Zaida Lange-Irison, Nicole Oberlin, Scott Pierce and Jason Tadlock

**Virtual:** William Duncan

**Excused:** Benjamin DeSmidt, Rebecca Matoska-Mentink, and Andrea Nunez, student trustee

Also in attendance were President Ritu Raju, Recorder David Elliott, Executive Assistant Liz Allen and 53 virtual and 20 in person citizens/reporters.

**Approval of Agenda:** It was moved by S. Pierce, seconded by Z. Lange-Irison and carried to approve the Agenda.

**Approval of Minutes:** It was moved by S. Pierce, seconded by P. Gardner and carried to approve the Minutes of May 8, 2025, Public Hearing of the FY-25/26 Budget, May 15, 2025, Regular Meeting, May 23, 2025, Special Meeting, May 29, 2025, Special Meeting and May 30, 2025, Special Meeting.

**Citizen Comments:** There were no citizen comments.

**Chairperson's Report - Board Evaluation Summary:**

4 of the 8 trustees completed the June survey. Two trustees were excused.

Task: I make it a point to review all materials prior to each board meeting. It is strongly encouraged that for future board meetings, we are able to receive at least the bulk of the materials for the meeting sooner than has been current practice. When previous Administrative Assistant was working for the President's office, we always received notification of the coming meeting on the Friday before the meeting. Please see if that can be achieved in the future. Absolutely prepared, engaged and maintained positive communications.

Action: To some degree we focused on the governance role that we are to follow as Trustees ... of course, it was of little to no value to provide guidance to an outgoing president as she will not have impact on the college the end of this fiscal year. The agenda reflected the board governance role and guidance to the President.

Results: It was disappointing to me that none of my fellow Trustees expressed any concern in the final proposal for the 25-26 budget. For months we have discussed and encouraged our leadership to seriously consider providing a minimum percentage (at least CPI) to budget under compensation, especially when we recognize that just under 80 percent of our annual budget is people costs. The fact that the budget was approved with one not accepting the final budget, I believe, was short sighted of us and we may find ourselves in a serious fiscal shortfall in the coming year. This on top of the fact that there have been little to no meetings with the GTEA on negotiations for this 25-26 school year. It is my sincere hope perhaps with our Interim President starting in July, that he can provide some direction for us as Trustees to give greater focus on some of our major responsibilities, one to ensure a fiscally sound budget from which the College can operate. Yes, the agenda and discussions advanced the college's goals.

**Chairperson's Report – Wording Review of Governance Policy 3.5:** The Trustees reviewed the wording of the policy. It was moved by R. Bhatia, seconded by P. Gardner and carried to approve the wording of Policy 3.5 with modifications to Section 5 to align with the state statute. P. Gardner will lead the effort to present an updated version at the July 14, 2025, Organizational Meeting.

**Chairperson's Report – Wording Review of Ends Statement #5:** The Trustees reviewed the wording of the ends statement. It was moved by P. Gardner, seconded by Z. Lange-Irison and carried to approve the wording of Ends Statement #5.

**Ad Hoc Committee Update – Discussion of Board Member Accountability Policy:** P. Gardner delivered the final reading of draft policy 1.17 on enforcement. It was moved by S. Pierce, seconded by R. Bhatia and carried to approve the wording of policy 1.17.

**Board Member Community Reports:** R. Bhatia shared concerns raised by community members regarding pride-related events on campus and if they are sanctioned by the college and funded through taxpayer dollars. It was confirmed that such events and clubs are sourced from student-directed funds. Community members are invited to come forward to state their positions and concerns. Z. Lange-Irison expressed her appreciation for the care she received on maternity leave by Gateway-educated nurses, demonstrating the college's contributions to workforce excellence in the region. S. Pierce commended the excellent commencement ceremonies Gateway held May 20-21. J. Tadlock provided an update on the search for the interim president and thanked Jacqueline Morris, Talent & Culture, and GTEA for their support in the process.

**President's Report – Announcements:** President Raju provided college updates and a statement to express her appreciation for her experience as President.

**President's Report – Dashboard:** The dashboard report included a report on the positive results from the 2025 commencement ceremonies held May 20-21 and the funds raised through the annual Gateway Foundation golf event on May 22.

**Student Trustee Report:** Pina Eke substituted for A. Munez to give an update on student activities that have been taking place over the past month.

**Operational Agenda - Action Agenda**  
**Fiscal Year 2025-2026 Budget Approval**

The administration is recommending the FY 2025-2026 budget be approved.

**Following discussion, it was moved by R. Bhatia, seconded by W. Duncan and carried to roll call vote for approval of Fiscal Year 2025-2026 Budget.**

**Aye: 6**

**No: 1**

**Abstaining: 0**

**Excused: 2**

**Resolution No. B-2025 A – Approval of Three-Year Strategic Facility Planning Guide for Stated Submission: FY-25/26, FY-26/27, FY-27/28**

The guide is being provided to the Board for review and approval. Per the Wisconsin Technical College System Board Financial and Administrative Manual, the Three-Year Facilities Plan lists the projects which are under consideration in that time period.

**Following discussion, it was moved by S. Pierce, seconded by R. Bhatia and carried to roll call vote for approval of Resolution No. B-2025 A – Approval of Three-Year Strategic Facility Planning Guide for Stated Submission: FY-25/26, FY-26/27, FY-27/28.**

**Aye: 7**

**No: 0**

**Abstaining: 0**

**Excused: 2**

**Resolution No. F-2025-2026A.1 – Authorizing the Issuance of \$4,000,000 General Obligation Promissory Notes, Series 2025-2026A**

The administration is recommending approval to issue General Obligation Promissory Notes Series F-2025-2026A; in the principal amount of \$4,000,000: \$1,500,000 for the public purpose of financing building remodeling and improvement projects and \$2,500,000 for the public purpose of financing the acquisition of movable equipment. This borrowing is included in the 2025-2026 budget. Upon approval, appropriate legal notices will be published in the official district newspapers.

**Following discussion, it was moved by R. Bhatia, seconded by N. Oberlin and carried to roll call vote for approval of Resolution No. F-2025-2026A.1 Authorizing the Issuance of \$4,000,000 General Obligation Promissory Notes, Series 2025-2026A.**

**Aye: 7**

**No: 0**

**Abstaining: 0**

**Excused: 2**

**Resolution No. F-2025-2026A.2 – Establishing Parameters for the Sale of \$4,000,000 General Obligation Promissory Notes, Series 2025-2026A**

The administration is recommending Board approval of a resolution establishing parameters for the sale of \$4,000,000 General Obligation Promissory Notes, Series 2025-2026A: \$1,500,000 for the public purpose of financing building remodeling and improvement projects; \$2,500,000 for the public purpose of financing the acquisition of movable equipment. This debt issue is included in the Board-approved budget for FY 2026.

**Following discussion, it was moved by R. Bhatia, seconded by Z. Lange-Irisson and carried to roll call vote for approval of Resolution No. F-2025-2026A.2 – Establishing Parameters for the Sale of \$4,000,000 General Obligation Promissory Notes, Series 2025-2026A.**

**Aye: 7**

**No: 0**

**Abstaining: 0**

**Excused: 2**

**Resolution No. M-2025 A – Tuition Rate Setting for Aid Code 60 Programming**

The administration is recommending Board approval of a resolution for the tuition rate for Aid Code 60 courses.

**Following discussion, it was moved by Z. Lange-Irisson, seconded by R. Bhatia and carried to roll call vote for approval of Resolution No. M-2025 A – Tuition Rate Setting for Aid Code 60 Programming.**

**Aye: 7**

**No: 0**

**Abstaining: 0**

**Excused: 2**

**Consent Agenda**

It was moved by R. Bhatia, seconded by P. Gardner and carried that the following items in the consent agenda be approved.

**BID 1745 – Kenosha Chiller Repairs Project; project cost \$400,000.00**

**BID 1746 – iMET Electrical Upgrades; project cost \$100,000.00**

**Finance - Summary of Revenue and Expenditures:** Approved the summary of revenue and expenditures as of 5/31/25.

**Finance – Cash and Investment Schedule:** Approved the monthly cash reconciliation, investment schedule, and investment report.

**Personnel Report for June:** Approved the personnel report of new hires (0), transfers (0), retirements (0), promotions (1) and separations (2).

**BWS Contracts for Instructional Delivery:** Approved the contracts for instructional delivery report for June 2025.

**Protective Services Contracts for Instructional Delivery:** Approved the contracts for instructional delivery report for June 2025.

**High School Contracts for Instructional Delivery:** Approved the contracts for instructional delivery report for June 2025.

**Advisory Committee Activity Report:** Approved new members as of June 1, 2025.

**Program Approvals Delivery:** Approved Cybersecurity Analyst Apprenticeship.

### **Policy Governance Monitoring Report**

No items this month.

### **Next Meeting Date and Adjourn**

Organizational Meeting – Monday, July 14, 2025, 8:00 am, Virtual and In-Person, SC Johnson iMET Center, Kopper Auditorium.

Adjourn - At approximately 10:14 am, it was moved by S. Pierce, seconded by P. Gardner and carried by a roll call vote that the meeting was adjourned and the Gateway Technical College District Board moved into Closed Session pursuant to Wisconsin Statutes 19.85(1)(c) to discuss **Contract Matters** related to the Interim President position. The Board reserves the right to reconvene in open session to take action on items discussed in closed session.

**Aye: 6**

**No: 0**

**Abstaining: 1**

**Excused: 2**

### **Closed Session**

At approximately 11:15 am, it was moved by S. Pierce, seconded by Z. Lange-Irisson and carried to approve that the board reconvene in open session.

At approximately 11:20 am, it was moved by S. Pierce, seconded by Z. Lange-Irisson and carried to approve that the board approve the contract matters recommendation discussed during the closed session: appoint Dr. Morgan Phillips as Interim President, effective July 1, 2025, and move the annual retreat from July 14, 2025, to a to-be-determined date in late August 2025.

**Aye: 6**

**No: 0**

**Abstaining: 0**

**Excused: 3**

At approximately 11:22 am, it was moved by S. Pierce, seconded by P. Gardner and carried by a roll call vote that the meeting was adjourned.

**Aye: 6**

**No: 0**

**Abstaining: 0**

**Excused: 3**

Submitted by,

Nicole Oberlin, Secretary  
Gateway Technical College Board of Trustees

GATEWAY TECHNICAL COLLEGE DISTRICT BOARD  
Organizational Meeting, July 14, 2025

The Gateway Technical College District Board met in-person and virtually on Monday, July 14, 2025. The meeting was called to order at 8:01 am by Zaida Lange-Irisson, Vice Chairperson.

**Open Meeting Compliance**

D. Elliott confirmed the meeting was duly noticed in accordance with state statutes for open meeting compliance.

**Roll Call**

Present: Ram Bhatia, Tamarra Coleman, Preston Gardner, Zaida Lange-Irisson, Caio Lisboa–Student Trustee, Rebecca Matoska-Mentink, Scott Pierce and Michael P. Reader

Virtual: Nicole Oberlin and Jason Tadlock, Chairperson

Also in attendance were Interim President Morgan A. Phillips, Recorder David Elliott and 45 virtual and 6 in person citizens/reporters.

**Oath of Office**

D. Elliott administered the Oath of Office to T. Coleman, N. Oberlin and M. Reader. Signed and notarized copies of T. Coleman and M. Reader's Oaths of Office are on file in the President's Office at Gateway Technical College. Nicole Oberlin participated virtually and arrangements for her Oath of Office to be signed, notarized and filed will be made.

**Citizen Comments**

Rick Barribeau, representing Gateway Technical Education Association (GTEA), gave citizen comments on faculty information and data.

**Election of Officers**

D. Elliott presided over the election of officers:

Chairperson – R. Matoska-Mentink nominated J. Tadlock for the Office of Chairperson; R. Bhatia seconded the nomination. Call for nominations called 3 times. There being no other nominations, a roll call vote took place resulting in a motion.

**Aye: 8**

**No: 1**

**Abstaining: 0**

**Excused: 0**

Vice Chairperson – S. Pierce nominated Z. Lange-Irisson for the Office of Vice Chairperson; R. Matoska-Mentink seconded the nomination. R. Bhatia nominated T. Coleman for the Office of Vice Chairperson. A second motion was not received. Call for nominations called 3 times. There being no other nominations, a roll call vote took place resulting in a motion.

**Aye: 8**

**No: 1**

**Abstaining: 0**

**Excused: 0**



Secretary – R. Bhatia nominated P. Gardner for the Office of Secretary; S. Pierce seconded the nomination. Call for nominations called 3 times. There being no other nominations, a roll call vote took place resulting in a motion.

**Aye: 9**

**No: 0**

**Abstaining: 0**

**Excused: 0**

Treasurer – R. Matoska-Mentink nominated N. Oberlin for the Office of Treasurer; S. Pierce seconded the nomination. R. Bhatia nominated T. Coleman for the Office of Treasurer. A second motion was not received. Call for nominations called 3 times. There being no other nominations, a roll call vote took place resulting in a motion.

**Aye: 8**

**No: 1**

**Abstaining: 0**

**Excused: 0**

### **Code of Ethics**

All attending Board members signed the Acknowledgement Form of receipt of the Gateway Technical College Board Governance Policy 1.13 under Governance Process, affirming they have read and will abide by the terms of the Code. Arrangements will be made to collect signed Acknowledgement Forms from those who attended virtually. All documents will be on file in the President's Office at Gateway Technical College.

### **Appointment of Board Representatives**

Z. Lange-Irisson confirmed the following appointments for 2025-2026:

<b>Wisconsin Technical College District Boards Association</b>	
<b>Position/Committee</b>	<b>2024-2025 Representative</b>
Board of Directors – Two Year Term	R. Bhatia
Awards Committee Representative	R. Matoska-Mentink
Internal Best Practices Committee Representatives	Z. Lange-Irisson N. Oberlin M. Reader
External Partnerships Committee Representatives	R. Bhatia T. Coleman P. Gardner S. Pierce
Bylaws, Policies, and Procedures Committee Representative	R. Matoska-Mentink
Gateway Foundation Board	Z. Lange-Irisson

## **Consent Agenda**

### **Bid Number 1748 – Parking Lot Repairs, District Wide**

Sealed bids were received from various subcontractors for the District-Wide 2025 Parking Lot Repair Project. The administration recommended the contract to provide all labor and materials required for this project to be awarded to Camosy Construction, Kenosha, WI.

R. Matoska-Mentink motioned, seconded by S. Pierce and carried to approve Bid Number 1748 – Parking Lot Repairs, District Wide.

### **Establish Dates, Times and Locations for the 2025-2026 Board Meetings**

Z. Lange-Irison recommended the following Board Meeting calendar.

- Monday, August 18, 2025 | Retreat Meeting: iMET Center, Room 236 | 9 a.m.
- Thursday, August 21, 2025 | Elkhorn Campus, Room 112/114 | 8 a.m.
- Thursday, September 18, 2025 | Kenosha Campus, Madrigano Board Room | 3 p.m.
- Thursday, October 14, 2025 | Racine Campus, Quad Room | 8 a.m.
- Thursday, November 20, 2025 | Elkhorn Campus, Room 112/114 | 8 a.m.
- Thursday, December 18, 2025 | Kenosha Campus, Madrigano Board Room | 3 p.m.
- Thursday, January 22, 2026 | Racine Campus, Quad Room | 8 a.m.
- Thursday, February 19, 2026 | SC Johnson iMET Center, Kopper Auditorium | 8 a.m.
- Thursday, March 19, 2026 | Elkhorn Campus, Room 112/114 | 3 p.m.
- Thursday, April 16, 2026 | Racine Campus, Quad Room | 8 a.m.
- Thursday, May 7, 2026 | SC Johnson iMET Center, Kopper Auditorium | 7 p.m.
- Thursday, May 14, 2026 | Kenosha Campus, Madrigano Board Room | 8 a.m.
- Thursday, June 18, 2026 | Elkhorn Campus, Room 112/114 | 3 p.m.
- Monday, July 13, 2026 | Organizational Meeting: iMET Center, Kopper Auditorium | 8 a.m.
- Monday, July 13, 2026 | Retreat Meeting: iMET Center, Room 236 | 9 a.m.

R. Matoska-Mentink motioned, seconded by P. Gardner and carried to approve that the schedule is approved in advance of conducting a survey to determine if Regular Board Meetings scheduled for September 18, 2025, March 19, 2026, and/or June 18, 2026, should start at 3 p.m., 8 a.m. or a different time. D. Elliott will conduct survey and share results.

R. Bhatia stated the Horizon Center should be considered for holding regular board meetings in addition to the approved venues and have fewer meetings on the Kenosha and Racine campuses due to distance concerns for Board Members residing outside of these areas.

### **Closed Meeting**

The Gateway Technical College District Board met in closed session pursuant to Wisconsin Statutes 19.85(1)(c) to discuss Compensation and Personnel Issues, reserving the right to reconvene in open session to take action items discussed in closed session.

### **Next Meeting Date and Adjourn**

Annual Board Retreat – Monday, August 18, 2025, 9:00 am, SC Johnson iMET Center, Room 236. The agenda for the retreat will include the Board's goals and future strategic directions for the college. No action will be taken.

Regular Board Meeting – Thursday, August 21, 2025, 8:00 am, Elkhorn Campus, Room 112/114 & Virtual. At approximately 9:36 am, it was moved by S. Pierce, seconded by T. Coleman and carried by a roll call vote that the meeting adjourn.

**Aye: 9**  
**No: 0**  
**Abstaining: 0**  
**Excused: 0**

Submitted by,

Preston Gardner  
Secretary  
Gateway Technical College Board of Trustees

## CITIZEN COMMENTS

The Gateway Technical College District Board has established a limit of thirty minutes for citizen comments. Individuals will be limited to three to five minutes for their comments depending on the number of individuals who wish to address the Board. Citizens wishing to address the Board are to sign up prior to the meeting on the forms provided at the entrance to the meeting room.

## CHAIRPERSON'S REPORT

- A. Board Monthly Evaluation Summary
- B. Review Wording Ends Statement #1
- C. Review Wording of Policy 1.11 and 1.12
- D. Confirm FY 25/26 Meeting Schedule
- E. Discuss Topics for Committee of the Whole Presentations

# GATEWAY TECHNICAL COLLEGE DISTRICT BOARD

Roll Call	_____
Action	_____
Information	_____X_____
Discussion	_____

## CHAIRPERSON'S REPORT Board Evaluation Summary

Governance Process:

Policy 1.11 – Board Committees

Policy 1.12 – Board Planning and Agenda

Liaison:

Jason Tadlock

# GATEWAY TECHNICAL COLLEGE DISTRICT BOARD

Roll Call	_____
Action	_____X_____
Information	_____
Discussion	_____

## **POLICY GOVERNANCE MONITORING REPORTS Review Wording of End Statement #1**

College Ends Policy – The tri-county community benefits from affordable higher education that allows residents to develop knowledge and skills for family-supporting careers that contribute to the growth and sustainability of the local economy at a cost commensurate with the value of services provided.

1. **Students demonstrate the knowledge and skills and self-confidence required for employability, career advancement, a global perspective, and lifelong learning.**

### **Question for the Board:**

Does this policy as written represent an accurate and complete statement of the Board's thinking at this time?

Governance Process:  
Liaison:

Policy 1.4 – Board Policy Creation and Review Board  
Jason Tadlock

# GATEWAY TECHNICAL COLLEGE DISTRICT BOARD

Roll Call	_____
Action	_____X_____
Information	_____
Discussion	_____

## **POLICY GOVERNANCE REVIEW** **Review the wording of Governance Policy 1.11**

### SECTION 1 – GOVERNANCE PROCESS 1.11: BOARD COMMITTEES

The Board shall govern as a whole. The Board may create committees to assist the Board with its work. Accordingly:

1. The Board may establish standing committees to perform regular functions within the scope of the Board's work.
2. The Board may establish ad hoc committees when, in the judgment of the Board, such ad hoc committees are appropriate and required for the completion of a specific project or task within the scope of the Board's work. When such ad hoc committees are formed, the Board shall state the purpose and establish a timeline for the completion of the committee's work.
  - a. The Board Chairperson shall appoint the members of the ad hoc committee and name the committee's chair from among its members. When appropriate to the committee's task, its members may include persons from the staff or from the community.
  - b. It is the responsibility of ad hoc committees to complete the assigned task and to prepare a written report or to deliver an oral report to the full Board. When this task is completed, the committee shall be discharged.
3. The Board may meet as a Committee of the Whole to focus discussion on specific topics relevant to the work of the Board.
4. Board committees do not exercise control or authority over the President or the staff.
5. Board committees have no independent authority or power to act in lieu of the Board, except when formally given such authority for specific and time-limited purposes.

### **Question for the Board:**

Does this policy as written represent an accurate and complete statement of the Board's thinking at this time?

Governance Process:  
Liaison:

Policy 1.4 – Board Policy Creation and Review Board  
Jason Tadlock

August 21, 2025  
20



# GATEWAY TECHNICAL COLLEGE DISTRICT BOARD

Roll Call	_____
Action	_____X_____
Information	_____
Discussion	_____

## **POLICY GOVERNANCE REVIEW** **Review the wording of Governance Policy 1.12**

### SECTION 1 – GOVERNANCE PROCESS 1.12: BOARD PLANNING AND AGENDA

The Board shall assume and exercise responsibility for oversight of Board planning and agenda setting. Each member of the Board shall have an opportunity to identify policy issues to be considered on the Board agenda. The Chairperson and Vice Chairperson shall work with the President to prepare and disseminate the agenda. Accordingly:

1. The Board will establish an annual schedule of meetings sufficient to accomplish its responsibilities, including an annual public hearing on the proposed District budget.
2. Subjects for major policy issues to be discussed and acted upon by the Board will be developed on an annual basis in consultation with the President.
3. The Board will conduct an annual organizational meeting on the second Monday of July for the purpose of administering the Oath of Office to newly elected Board Members and for the election of Board Officers as required by statute.

### **Question for the Board:**

Does this policy as written represent an accurate and complete statement of the Board's thinking at this time?

Governance Process:	Policy 1.4 – Board Policy Creation and Review Board
Liaison:	Jason Tadlock

# FY 2025-26 Board Meetings Schedule

## FY 2025/2026 Board Meeting Schedule

DAY	DATE	CAMPUS	ROOM	TIME	Conflict/Item
Monday	July 14, 2025	iMET Center	Kopper Auditorium	8:00 AM	
Monday	August 18, 2025	iMET Center	Room 236	9:00 AM	Rescheduled from 7/14
Thursday	August 21, 2025	Elkhorn	112/1144	8:00 AM	
Wednesday	September 17, 2025	Kenosha	Board Room	3:00 PM	
Tuesday	October 14, 2025	Racine	Quad Room	8:00 AM	DBA Fall Mtg.: 10/16-18, 2025 ACCT: 10/22-25, 2025
Thursday	November 20, 2025	Elkhorn	112/1144	8:00 AM	
Wednesday	December 17, 2025	Kenosha	Board Room	3:00 PM	Holiday Dinner after
Thursday	January 22, 2026	Racine	Quad Room	8:00 AM	
Thursday	February 19, 2026	iMET Center	Kopper Auditorium	8:00 AM	ACCT NLS: 2/8-11, 2026
Thursday	March 19, 2026	Elkhorn	112/1144	8:00 AM	
Thursday	April 16, 2026	Racine	Quad Room	8:00 AM	
Thursday	May 7, 2026	iMET Center	Kopper Auditorium	7:00 PM	Budget Public Hearing
Thursday	May 14, 2026	Kenosha	Board Room	8:00 AM	Commencement: 5/19-20, 2026
Wednesday	June 17, 2026	Elkhorn	112/114	3:00 PM	
Monday	July 13, 2026	iMET Center	Kopper Auditorium	8:00 AM	Organizational Meeting
Monday	July 13, 2026	iMET Center	Room 236	9:00 AM	Annual Board Retreat

# GATEWAY TECHNICAL COLLEGE DISTRICT BOARD

Roll Call	_____
Action	_____
Information	_____X_____
Discussion	_____

## CHAIRPERSON'S REPORT

Discussion Topics for Committee of the Whole Presentations

Governance Process:

Policy 1.11 – Board Committees

Policy 1.12 – Board Planning and Agenda

Liaison:

Jason Tadlock

## BOARD MEMBER COMMUNITY REPORTS

## PRESIDENT'S REPORT

- A. Announcements
- B. Dashboard Report

# GATEWAY TECHNICAL COLLEGE DISTRICT BOARD

Roll Call	_____
Action	_____
Information	_____X_____
Discussion	_____

## **PRESIDENT'S REPORT** **Announcements**

Policy/Ends Statement:      Policy 2.1

# GATEWAY TECHNICAL COLLEGE DISTRICT BOARD

Roll Call	_____
Action	_____
Information	_____X_____
Discussion	_____

## **PRESIDENT'S REPORT** **Dashboard Report**

Policy/Ends Statement:

Policy 2.1

## STUDENT TRUSTEE REPORT



## OPERATIONAL AGENDA

### A. Action Agenda

- 1) Resolution No. F-2025-2026B.1 -- Resolution Authorizing Issuance of \$1,500,000 General Obligation Promissory Notes, Series 2025-2026B
- 2) Development of Request for Proposal RFP 1753 -- Presidential Search

# GATEWAY TECHNICAL COLLEGE DISTRICT BOARD

Roll Call   X    
Action         
Information         
Discussion       

## **RESOLUTION No. F-2025-2026B.1 RESOLUTION AUTHORIZING THE ISSUANCE OF \$1,500,000 GENERAL OBLIGATION PROMISSORY NOTES, SERIES 2025-2026B**

**Summary of Item:** The administration is recommending approval to issue General Obligation Promissory Notes, Series F-2025-2026B; in the principal amount of \$1,500,000 for the public purpose of financing building remodeling and improvement projects. This borrowing is included in the 2025-26 budget. Upon approval, appropriate legal notices will be published in the official district newspapers.

**Attachments:** Resolution No. F-2025-2026B.1

**Ends Statements and/or  
Executive Limitations:** Section 3 – Executive Limitations  
Policy 3.5 – Financial Condition

**Staff Liaison:** Sharon Johnson

### **ROLL CALL**

Ram Bhatia	_____
Tamarra Coleman	_____
Preston Gardner	_____
Zaida Lange-Irisson	_____
Rebecca Matoska-Mentink	_____
Nicole Oberlin	_____
Scott Pierce	_____
Michael Reader	_____
Jason Tadlock	_____

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Resolution No. F-2025-2026B.1

RESOLUTION AUTHORIZING THE ISSUANCE OF \$1,500,000  
GENERAL OBLIGATION PROMISSORY NOTES, SERIES 2025-2026B, OF  
GATEWAY TECHNICAL COLLEGE DISTRICT, WISCONSIN

WHEREAS, Gateway Technical College District, Wisconsin (the "District") is presently in need of \$1,500,000 for the public purpose of financing building remodeling and improvement projects; and

WHEREAS, the District hereby finds and determines that the project is within the District's power to undertake and serve a "public purpose" as that term is defined in Section 67.04(a)(b), Wisconsin Statutes; and

WHEREAS, the District Board deems it necessary and in the best interest of the District to borrow the monies needed for such purpose through the issuance of general obligation promissory notes pursuant to the provisions of Section 67.12(12), Wis. Stats.;

NOW, THEREFORE, BE IT:

RESOLVED, that the District shall issue general obligation promissory notes in the amount of \$1,500,000 for the public purpose of financing building remodeling and improvement projects (the "Project"); and be it further

RESOLVED, THAT:

Section 1. Note Authorization. The District shall issue the general obligation promissory notes authorized above in the aggregate principal amount of \$1,500,000 and designated "General Obligation Promissory Notes, Series 2025-2026B" (the "Notes"), the proceeds of which shall be used for the purpose specified above.

Section 2. Notice to Electors. The Secretary shall, within ten (10) days hereafter, cause public notice of the adoption of this resolution to be given to the electors of the District by publishing notices thereof in the Elkhorn Independent, Kenosha News and The Journal Times, the official District newspapers published and having general circulation in the District, which newspapers are found and determined to be likely to give notice to the electors, such notice to be in substantially the form set forth on Exhibit A (the "Notice") hereto.

Section 3. Official Statement. The Secretary shall cause an Official Statement to be prepared by Robert W. Baird & Co. Incorporated. The appropriate District officials shall determine when the Official Statement is final for purposes of Securities and Exchange Commission Rule 15c2-12 and shall certify said Statement, such certification to constitute full authorization of such Official Statement under this resolution.

Section 4. Expenditure of Funds and Declaration of Official Intent. The District shall make expenditures as needed from its funds on hand to pay the cost of the Project until proceeds of the Notes become available. The District hereby officially declares its intent under Treas. Reg. Section 1.150-2 to reimburse said expenditures with proceeds of the Notes, the principal amount of which is not expected to exceed \$1,500,000.

Section 5. Conflicting Resolutions; Severability; Effective Date. All prior resolutions, rules or other actions of the District Board or any parts thereof in conflict with the provisions hereof shall be, and the same are, hereby rescinded insofar as the same may so conflict. In the event that any one or more provisions hereof shall for any reason be held to be illegal or invalid, such illegality or invalidity shall not affect any other provisions hereof. The foregoing shall take effect immediately upon adoption and approval in the manner provided by law. If any of the Notes may be subject to a petition for referendum, any action with respect to the sale of the Notes shall be subject to the condition that no petition for referendum has been filed within thirty (30) days of publication of the Notice provided for under Section 2 of this Resolution or, if a petition is filed, that any required referendum approval is obtained.

Adopted this 21st day of August, 2025.

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Jason Tadlock  
Chairperson

Attest:

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Preston Gardner  
Secretary

(SEAL)

## EXHIBIT A

### NOTICE

TO THE ELECTORS OF:

Gateway Technical College  
District, Wisconsin

NOTICE IS HEREBY GIVEN that the District Board of the above-named District, at a meeting duly called and held on August 21, 2025, adopted pursuant to the provisions of Section 67.12(12) of the Wisconsin Statutes, a resolution providing that the sum of \$1,500,000 be borrowed through the issuance of general obligation promissory notes of the District for the public purpose of financing building remodeling and improvement projects.

A copy of said resolution is on file in the District Office, 3520 30th Avenue, Kenosha, Wisconsin, and is available for public inspection weekdays, except holidays, between the hours of 8:00 A.M. and 4:00 P.M. or in the alternative by contacting Theresa Phrakousonh at the District by email at the following address: [phrakousonht@gtc.edu](mailto:phrakousonht@gtc.edu).

The District Board need not submit said resolution to the electors for approval unless within 30 days after the publication of this Notice there is filed with the Secretary of the District Board a petition meeting the standards set forth in Sec. 67.12(12)(e)5, Wis. Stats., requesting a referendum thereon at a special election.

Dated August 21, 2025.

BY ORDER OF THE DISTRICT BOARD

District Secretary

# GATEWAY TECHNICAL COLLEGE DISTRICT BOARD

Roll Call X  
Action \_\_\_\_\_  
Information \_\_\_\_\_  
Discussion \_\_\_\_\_

## **PRESIDENTIAL SEARCH REVIEW OF CONTENTS FOR REQUEST FOR PROPOSAL RFP 1753 PRESIDENTIAL RECRUITMENT SERVICES**

**Summary of Item:** Gateway Technical College is seeking proposals for qualified firms or an Individual to conduct a search to fill the executive position of President for Gateway Technical College. The purpose of this Request for Proposal (RFP) is to inform interested proposers how to prepare and submit an electronic proposal.

**Attachments:** DRAFT Request for Proposal RFP 1753

**Ends Statements and/or  
Governance Process:** Section 1 – Governance Process  
Policy 1.3 – Board Responsibility

**Staff Liaison:** Jacqueline Morris / Sharon Johnson

### **ROLL CALL**

Ram Bhatia	_____
Tamarra Coleman	_____
Preston Gardner	_____
Zaida Lange Irisson	_____
Rebecca Matoska-Mentink	_____
Nicole Oberlin	_____
Scott Pierce	_____
Michael Reader	_____
Jason Tadlock	_____



**REQUEST FOR PROPOSAL RFP 1753**

**SPECIFICATIONS FOR**

**PRESIDENTIAL RECRUITMENT SERVICES**

**Issued by:**  
**Gateway Technical College**  
**3520 – 30<sup>th</sup> Avenue**  
**Kenosha, WI 53144-1690**

**Proposal must be emailed and  
submitted no later than **2:00 PM** CST**

**on September 12, 2025**

**To: Purchasing  
Department  
Administration Center  
3520 – 30<sup>th</sup> Avenue  
Kenosha, WI 53144  
bernhardtte@gtc.edu**



**REQUEST FOR PROPOSAL 1753  
NOTICE TO PROVIDERS FOR  
PRESIDENTIAL RECRUITMENT SERVICES**

Notice is hereby given that sealed written proposals will be received by Gateway Technical College District, in the Administration Center, Purchasing Department, at 3520 – 30<sup>th</sup> Avenue, Kenosha, WI 53144-1690 until **2:00 pm** CST, on **Friday, September 12, 2025** for Presidential Recruitment Services. For a copy of the complete specifications, please contact Ericka Bernhardt at [bernhardte@gtc.edu](mailto:bernhardte@gtc.edu).

The district reserves the right to reject any proposal for due cause or to waive minor irregularities in any proposal.

Gateway Technical College is an equal opportunity/access/employer and educator

All proposals must be guaranteed for ninety (90) days after the date of opening.



## **PURPOSE**

Gateway Technical College is seeking proposals for qualified firms or an individual to conduct a search to fill the executive position of President for Gateway Technical College.

The purpose of this Request for Proposal (RFP) is to inform interested proposers how to prepare and submit an electronic proposal.

## **GENERAL INFORMATION**

Gateway Technical College is a municipal corporation of the State of Wisconsin primarily engaged in post- secondary and adult education. Gateway is one of sixteen districts in the Wisconsin Technical College system. The district consists of Kenosha, Racine and Walworth counties with major campuses located in each county.

Gateway Technical College collaborates with communities in Kenosha, Racine, and Walworth counties to ensure economic growth and viability by providing education, training, leadership, and technological resources to meet the changing needs of students, employers, and communities.

Gateway offers instructional programs from its campuses and through distance learning opportunities, such as online courses, to approximately 3933 full time equivalent students who are registered in over 75 career training programs. Gateway offers over seventy (85) associates of applied science degree programs, technical diploma programs, advanced technical certificates, and apprenticeship programs. We also provide customized training to over 400 business and industry representatives in more than fifty (50) businesses.

It is the policy of Gateway Technical College not to discriminate in admission to, or participation in, its programs and activities on the basis of race, color, national origin, ancestry, creed, religion, political affiliation, marital status, parental status, pregnancy, family or medical leave, disability, age, gender, sexual orientation, arrest record or conviction record, retaliation, union or non-union affiliation, membership in the National Guard, state defense force or any reserve component of the military forces of the U.S. or Wisconsin.

## **RFP 1753 – INSTRUCTIONS TO VENDORS**

### **1. Proposal Submission Due Date**

**All proposals must be received no later than 2:00 PM CST on Friday, September 12, 2025 AND DATE.** Proposals must be **emailed** and received via e-mail by the Purchasing Department Agent, Ericka Bernhardt [bernhardt@gtc.edu](mailto:bernhardt@gtc.edu) by or prior to **2:00 PM CST on Friday, September 12, 2025.** Any proposal received after **2:00 PM CST** will be disqualified.

2. Proposal Submission Instructions

**PROPOSAL DELIVERY OPTION:** Proposals and all associated documentation shall be emailed to Ericka Bernhardt, [bernhardtte@gtc.edu](mailto:bernhardtte@gtc.edu). Please include the following in the subject line of the email: “**Proposal RFP 1753 for “Presidential Recruitment Services”**”. Any proposal received without the subject line of the email not properly and clearly marked may result in the bid being rejected. **Electronic bids will be opened briefly upon receipt to verify they are not corrupted and unable to be opened during the bid opening. Proposals will not be opened publicly.**

**PROPOSALS SHOULD NOT BE HAND DELIVERED OR MAILED VIA FedEx, USPS, or UPS.**

Proposals sent via email will only be accepted, before the **2:00** PM deadline on **Friday, September 12, 2025**. Gateway Technical College will respond via email confirming the receipt of your company’s proposal.

If you do not receive a confirmation that your proposal has been received, it is the responsibility of the bidder emailing their proposal to follow up with Ericka Bernhardt at [bernhardtte@gtc.edu](mailto:bernhardtte@gtc.edu).

3. Required Forms to Submit Proposal

No proposal will be accepted on any other form(s) than those herewith specified and/or provided with the RFP. All proposals submitted must be accompanied by the enclosed Noncollusion and Nondiscrimination Affidavits properly executed by an authorized representative of the proposer and acceptance is contingent upon their receipt. Gateway Technical College is not liable for any costs incurred in replying to this request. All proposals become the property of the district and are public record.

4. Withdrawal of Proposals

Proposals may be withdrawn by the submitting parties any time prior to the due date for the proposal to be received. Negligence on the part of the proposer in preparing the proposal confers no right of withdrawal or modification of the proposal after the due date for submission.

5. Deviations from Proposal Specifications

Any deviations from proposal item specifications must be clearly documented on an attachment sheet to this proposal form and indicated as “Exceptions to Specs”. Gateway Technical College reserves the right to determine if any noted deviations or qualifying statements indicated in a proposal are in the best interest of the college and reserves the option to reject any proposal(s), all proposals, or a portion of a proposal(s), on that basis.

6. Alternate Proposals

Specifications contained in this RFP are intended to define the level of quality and performance and not to restrict competition. Where certain brands or part numbers are specified, it is for illustration or to establish a standard for features and construction. Suppliers offering alternates shall submit an itemized comparison to the RFP specifications, documenting differences. Unless indicated otherwise, suppliers may offer more than one alternative.

7. Acceptance/Right to Rejection of Proposals

Gateway Technical College reserves the right to make an award based on its own determination, or to reject any or all proposals or portions of the same, if in the opinion of Gateway Technical College, the best interests of Gateway Technical College will be served thereby. Gateway Technical College also reserves the right to reject all proposals received and resubmit the RFP if it feels an adequate level of competition was not obtained, or if specifications/terms did not allow for a sufficient level of competing proposals to be received, or if desired specifications, features, or standards were not, in the opinion of Gateway Technical College, acceptable.

Gateway Technical College may elect to award a single contractor to service all college sites or may choose multiple providers, each awarded specific sites. Vendors, at their discretion, may choose to identify in their proposal specific college sites where they are interested in providing services or in not providing services.

An award may be made without notification to any other supplier(s). Suppliers need to quote prices on a line-item basis with the understanding that Gateway may only order partial items of what was quoted. If the supplier can offer additional discounted prices on the premise that it will receive the entire award, the supplier should enumerate such additional pricing discount options for Gateway's consideration.

8. Irregularities

Gateway Technical College may waive informalities and minor irregularities in proposals received.

9. Firm Proposals

All proposals are to be firm for acceptance for a minimum of ninety (90) days from opening and for the specified contract period. Any exceptions shall be fully noted. The purchase of the item(s) in this RFP is contingent on budget availability. The college may elect to not proceed with this project, or delay the project, or modify the conditions for this project, if so considered to be in the best interest of the college.

10. Liability

Gateway Technical College incurs no liability for any cost the supplier may have incurred in preparing and submitting a proposal in response to this RFP.

11. Right to Addendums

Gateway Technical College reserves the right to amend the terms and specifications of this RFP. In the event of any changes to the terms and/or specifications of this RFP, a formal addendum to the RFP will be issued.

*All addenda issued by the College before the proposal due date shall become a part of the specifications, shall be covered in the proposal, and will be made part of the contract. It is the responsibility of each bidder to check for any addenda issued related to this bid or RFP before submitting a proposal.*

12. Binding Contract

A proposal received in response to a Request for Proposal (RFP) is an offer that can be accepted by Gateway Technical College to create a binding contract.

13. Public Inspection of Proposals

To maintain the integrity of the competitive proposal process, proposals received from suppliers will NOT be made available to other competing suppliers or to individuals or firms outside of the Gateway Technical College proposal evaluation team until an award decision (prior to actual award) has been made.

14. Other Considerations

Factors which include, but are not limited to, quantity involved, time of completion, purpose for which required, competency and financial capacity of the vendor, ability to render satisfactory service and past performance will be considered in determining status as a responsible vendor. Gateway Technical College reserves the right to request additional information as may reasonably be required to make this determination and to further investigate the qualifications of the respondent as deemed appropriate.

15. State Sales Tax and Federal Excise Tax Exemption

Notice is hereby given that Gateway Technical College as a Wisconsin municipality is exempt from state sales taxes and federal excise taxes pursuant to Wisconsin Statutes, Section 77.54(9a). Such taxes should not be included in prices or quotes proposed to Gateway Technical College.

16. Evaluation Criteria and Procedure

Evaluation of proposals will be based on a weighted point system. The specific evaluation criteria and points will be further explained in the RFP document. The evaluation of proposals will be composed of the Gateway Technical College Ad Hoc Committee. The Purchasing Department oversees the evaluation process to ensure it is objective and scoring is based on the requirements communicated to the suppliers in the RFP. Gateway shall be the sole judge in the subjective matters of a supplier's capability, experience, references, etc. as to what best meets the unique needs of Gateway. Unless a proposer can cite a specific statute or administrative code being violated, the subjective judgment or scoring by the Gateway evaluators is not appealable.

Following the initial evaluation, the evaluation committee may decide to contact one or more of the proposers to obtain clarification to various responses given in the proposal submission. As a result of these follow-up questions and responses, scores may be adjusted.

17. Contents of Proposal and Meetings with Suppliers

All attachments, additional pages, addenda or explanations supplied by the vendor with this proposal will be considered as part of the proposal response.

Upon receipt of all proposals meeting the conditions outlined in this RFP and arriving by the specified due date and time, Gateway Technical College reserves the option to meet with a select group (not all) of suppliers that it considers to be in the best interest of the Gateway Technical College, to do presentations, demonstrations, or clarify details of their proposals to Gateway Technical College staff. If an oral presentation, interview, or demonstration is required of selected finalists, it shall be at the respondent's expense. However, an award may be made without discussion with the respondents. Therefore, respondents are cautioned that proposals should be submitted initially on the most favorable terms, from both a technical and cost standpoint. Unnecessarily elaborate brochures or other presentations beyond that required to present a complete and effective proposal are not desired.

18. References

Gateway Technical College may assign evaluation points based on comments and reviews of the supplier's product and/or the services, as provided by references.

19. Assignment or Subcontract

Neither party shall assign a right or interest, nor delegate or subcontract any obligation owed without the written consent of the other. If a subcontractor is in agreed upon with both parties (written consent), the main contractor should do the following:

- a. Provide Lien Waivers of all subcontractors and suppliers.
- b. Provide Certificates of Insurance indicating Gateway Technical College as an additional insured with respect to all work performed under the accepted proposal/agreement. The contractor must provide a certificate of insurance to the college prior to commencement of the work per the written agreement/contract.

20. Payment for Contract Performance

Upon complete performance of the contract by the supplier when accepted as such by Gateway Technical College, Gateway Technical College will pay the supplier for any balance payment due and payable under the terms of the contract for said work, material, services, items, supplies, or equipment, within a reasonable and customary time after receipt of a properly prepared and submitted invoice to Gateway Technical College.

21. Delivery

All proposed items or services are to be delivered tax-exempt, F.O.B. Destination – delivered, with freight cost included in the price or otherwise quoted on the Gateway Technical College price quotation form, to the Gateway Technical College campus(s) noted.

22. Advance Copy of Contract

Suppliers are to include in their proposal submission an advance copy of their standard form or agreement that they would expect Gateway Technical College to sign if they are awarded the contract.

23. Right to Negotiate Contract Terms

Gateway Technical College reserves the right to negotiate the terms of the Contract, including the award amount, with the selected proposer prior to entering into a contract. If contract negotiations cannot be concluded successfully with the highest scoring proposer, the agency may negotiate a contract with the next highest scoring proposer.

24. Choice of Law

This Contract, and all other Contract Documents, shall be governed, construed and interpreted solely in accordance with the laws of the State of Wisconsin, without regard to conflict-of-laws rules.

25. Venue

The Contractor consents to the exclusive jurisdiction of the Wisconsin Circuit Courts of Kenosha and/or Racine and/or Walworth County for any action or lawsuit arising out of matters related to this Contract. The Contractor waives its right to commence an action or lawsuit in connection with this Contract in any court located outside of Kenosha, Racine, or Walworth County Wisconsin.

26. Remedies

In addition to any other rights or remedies afforded by this Contract or by law, in the event of a default by Contractor, Gateway Technical College shall have the right to file suit to enforce the terms and conditions of this Contract and/or sue for damages, and – in addition to any damages – Gateway Technical College shall be entitled to all costs and expenses (including reasonable attorney's fees) Incurred in connection with the enforcement of this Contract.

27. Order of Precedence

This Contract shall be interpreted, in order of precedence the following "Contract Documents":

- a. The Request for Proposal
- b. Other documents provided by Gateway Technical College
- c. The Contractor's Proposal

In the event of any conflict of interpretation of the Contract Documents, the interpretations will be based on the above order of precedence.

28. Termination for Convenience

Gateway Technical College may terminate this Contract, in whole or in part, at any time by written notice to the Contractor when it is in Gateway's best interest. The Contractor shall be

paid its cost, including contract close-out costs, and profit on work performed up to the time of termination. The Contractor shall promptly submit its termination claim to Gateway Technical College to be paid by the Contractor. If the Contractor has any property in its possession belonging to Gateway Technical College, the Contractor will account for the same and dispose of it in the manner Gateway Technical College directs.

29. Indemnification

The Contractor shall indemnify and hold harmless Gateway Technical College, its employees, officers, agents and assigns, from any and all liability for damages on account of injury, including death, to persons, including employees of Gateway Technical College, or for damage to property which actually or allegedly results from or actually or allegedly arises in connection with the performance of services or the furnishing of goods or products provided in connection with this Contract. In addition, the Contractor shall reimburse Gateway Technical College for all costs, expenses, including all costs of defense attorneys' fees, and all other losses incurred by Gateway Technical College in connection with any claims, demands and causes of action, whether meritorious or not, which may be brought against Gateway Technical College or their employees, agents or assigns, arising in whole or in part from goods, services or products provided or furnished in connection with this Contract.

30. Contact with Gateway Technical College

During the time period from the issue date of this RFP until the College has notified all Offerors of its decision, all contact with any other College or Wisconsin Technical College System employee concerning this RFP is prohibited, except as authorized by the College's procurement department.

***Questions or comments regarding the RFP -- including insurance requirements -- must be sent by email to Ericka Bernhardt at [bernhardte@gtc.edu](mailto:bernhardte@gtc.edu). Substantive questions submitted will be answered via addendum and shared with all potential offerors. The deadline for receiving questions is September 2, 2025 by 2:00pm CST as indicated in the RFP.***

Failure to adhere to this provision may be cause for disqualification of an Offeror's submission.

31. Insurance Requirements:

Vendor shall obtain, pay and keep in force until the expiration of this Agreement the following insurance. Vendor agrees to list College as an additional insured on all policies (except Worker's Compensation) required to be maintained under this section (below) and to promptly provide College with evidence of such insurance upon request. Such certificate shall contain a provision that coverage afforded under these policies will not be canceled and no material changes will be made until at least thirty (30) days prior to written notice has been given to College. Any subcontractors or third-party affiliates working for or on behalf of the College are required to comply with the insurance requirements set forth above.



Vendor shall provide the following insurance coverages:

- COMMERCIAL GENERAL LIABILITY
  - Insuring against bodily injury, property damage, personal injury and advertising injury product, completed operations, and contractual liability.
  - \$1,000,000 each occurrence
- COMPREHENSIVE AUTOMOBILE LIABILITY
  - \$1,000,000 each accident
  - Coverage shall apply to "any auto", owned, hired, or non-owned
- WORKERS' COMPENSATION
  - Must carry coverage for Statutory Workers Compensation and Employers Liability limit of:
    - \$100,000 Each Accident
    - \$500,000 Disease Policy Limit
    - \$100,000 Disease – Each Employee
  - Must include coverage for occupational disease, sickness, and death
  - Must include Broad Form All States Endorsement/other states endorsement
- ADDITIONAL REQUIREMENTS – IF APPLICABLE FOR RFP SPECIFICATIONS AS WELL AS FOR THE WORK TO BE PERFORMED UPON AWARD OF PROPOSAL:
  - Must include: Premises and Operations Liability
  - Must include: Explosion, Collapse and Underground Coverage
  - Must include: Broad Form Blanket Contractual
  - Must Include: Personal Injury (Group A, B, C) and delete Employment exclusion
  - Must include: Product and Completed Operations Coverage
  - Must include: Independent Contractors Coverage (Owners & Contractors protective)
- ERRORS AND OMISSIONS OR PROFESSIONAL LIABILITY – Claims Made Basis
  - \$5,000,000 Single Limit Each Occurrence for the term of the contract and for two years following its completion
- SURVIVAL
  - This Section shall continue beyond the expiration, non-renewal, or termination of this Agreement.

**The following additional insurance coverage will apply to any contract where outside resources are utilized to manage or store Gateway data:**

(Vendor) shall obtain at its own expense and evidence via Certificate(s) of Insurance the



following insurance requirements before commencement of any awarded work and throughout the duration of the Agreement:

- A) Errors and Omissions (E&O), Technology E&O / Technology Products E&O: minimum of \$5 million limit and in the annual aggregate, inclusive of defense costs
- B) Network Security / Privacy Liability;  
including
- (1) computer or network systems attacks
  - (2) denial or loss of service
  - (3) introduction, implantation, or spread of malicious software code
  - (4) unauthorized Access and Use of computer systems
  - (5) privacy liability
  - (6) breach response coverage
  - (7) Provide a description of your company's cybersecurity posture (for example by providing completed HECVAT (Higher Education Community Vendor Assessment Toolkit), SOC 2 (Service Organization Control 2), or equivalent documentation).

- Liability coverages should have a minimum of \$5 million limit and in the annual aggregate
- Breach response sublimit of at least 50% of the liability limit

C) Crime Insurance: Vendor, at its sole cost and expense, shall obtain and maintain in full force and effect, Third Party Crime/Employee Dishonesty Insurance in an amount not less than \$1,000,000. The insurance shall name Gateway Technical College as a loss payee.

If policy or policies are written on a claims-made basis, coverage must be in place for a period of at least 12 months after the completion or termination of the Agreement. "INSURED" and subsidiaries must be named as an additional insured under E&O, Technology E&O / Technology Products E&O and Network Security / Privacy Liability coverage sections. Further, an appropriate endorsement deleting the Insured vs. Insured exclusion must be evidenced, so as not to impede a claim by "INSURED" and subsidiaries for a wrongful act of (Vendor). All insurance carrier(s) must carry an A.M. Best rating of at least A-, Class VIII.

32. Insurance Coverage:

The awarded Vendor agrees to indemnify, hold harmless, and defend the College, its officers, agents and employees from any kind and all liability including claims, demands, losses, costs, damages and expenses of every kind and description or damage to persons or property arising out of or in connection with or occurring during the course of the contract. In addition to the kinds of insurance enumerated herein, the Vendor shall also obtain, at its own expense, any special insurance as it in its sole discretion deems necessary to protect its interest in its equipment, inventory and supplies.

- a. The enumeration in the Vendor's proposal of the kinds and amounts of liability insurance shall not abridge, diminish or affect the Vendor's legal responsibilities for the consequences of accidents arising out of or resulting from the services of the Vendor under this agreement.

- b. The agreement shall be void and of no force and effect unless the Vendor provides coverage for the benefit of, and keeps covered during the life of this agreement, such employees as are required to be covered by the provisions of the Workmen's Compensation Law.
- c. The Vendor shall furnish the College with a certificate showing that such insurance is in effect and the protection afforded under the policy will not be canceled or reduced until at least thirty (30) days prior notice is sent to the College by the insurance company or agent, such notice being sent by registered mail. The Vendor will specify the additional umbrella liability which it will provide. Each policy of insurance shall contain the following endorsement: "It is understood and agreed that the insurance company shall notify Gateway Technical College in writing ninety (90) days in advance of the effective date of any reduction in or termination or cancellation of this policy."
- d. In case of default of the insurance company, Gateway Technical College may procure the articles or services from other sources and hold the company responsible for any excess costs or loss of revenue occasioned thereby.
- e. The Vendor shall keep the College free and clear from all liens asserted by any person or Vendor for any reason arising out of the furnishing of services or materials by or to the Vendor.

Vendor shall obtain, pay and keep in force until the expiration of this Agreement the following insurance. Vendor agrees to list College as an additional insured on all policies (except Worker's Compensation) required to be maintained under this section (below) and to promptly provide College with evidence of such insurance upon request. Such certificate shall contain a provision that coverage afforded under these policies will not be canceled and no material changes will be made until at least thirty (30) days prior to written notice has been given to College. Any subcontractors or third-party affiliates working for or on behalf of the College are required to comply with the insurance requirements set forth above.

33. Americans with Disabilities Language (ADA)

Gateway is committed to making its facilities, services, programs, and activities readily accessible to and usable by individuals with disabilities as required by law. The college seeks products and services that will allow it to meet that commitment. Accordingly, by submitting a response, vendor represents and warrants that the products or services to be provided under this Contract will be designed, produced, and/or delivered in such a way that will enable the college to comply with the Americans with Disabilities Act and Section 504 of the Rehabilitation Act of 1973, to the extent the vendor's products or services may be covered by that act. . For technology and software products, this means provision of a VPTA that demonstrates compliance with WCAG 2.1 AA standards.

The failure of a vendor to deliver accessible products and services as required by this provision

shall constitute a material breach of the contract/agreement. If the college notifies the vendor that a person has made a claim against the college concerning accessibility of products or services furnished by the vendor under this contract/agreement, or the college otherwise discovers the same, the vendor will work with the college in an effort to remedy the claim in a timely manner, at the vendor's expense.

34. Web Accessibility Compliance Provision

**1. Compliance with WCAG 2.1 Level AA Standards**

The Third Party shall ensure that all digital services, content, platforms, applications, and deliverables provided under this Agreement ("Services") fully comply with the Web Content Accessibility Guidelines (WCAG) 2.1 Level AA, as published by the World Wide Web Consortium (W3C), or any subsequent versions thereof as may be mutually agreed upon in writing. This includes, but is not limited to, websites, web applications, mobile applications, and any other digital interfaces or content provided or maintained by the Third Party.

**2. Accessibility Requirements**

a. The Third Party represents and warrants that the Services will be designed, developed, tested, and maintained to meet or exceed WCAG 2.1 Level AA standards, ensuring accessibility for individuals with disabilities, including but not limited to those with visual, auditory, motor, or cognitive impairments.

b. The Services shall incorporate, at a minimum, features such as text alternatives for non-text content, keyboard navigability, sufficient color contrast, captions for multimedia, and compatibility with assistive technologies (e.g., screen readers).

**3. Documentation and Testing**

a. The Third Party shall provide, upon request, documentation demonstrating compliance with WCAG 2.1 Level AA standards, including but not limited to accessibility conformance reports, testing results, or audit reports conducted by qualified accessibility professionals.

b. The Third Party shall conduct regular accessibility testing and remediation to ensure ongoing compliance throughout the term of this Agreement.

c. The Third Party shall provide a current VPAT that demonstrates compliance with WCAG 2.1 AA requirements.

**4. Remediation of Non-Compliance**

In the event that any Services are found to be non-compliant with WCAG 2.1 Level AA standards, the Third Party shall, at its sole cost and expense, promptly remedy such non-compliance within 45 days of receiving written notice. Failure to remedy non-compliance may result in [insert remedies, e.g., termination of the Agreement, withholding of payment, or other contractual penalties].

**5. Ongoing Compliance**

The Third Party shall maintain compliance with WCAG 2.1 Level AA standards for the duration of this Agreement and shall promptly implement any updates or modifications necessary to address changes in applicable accessibility standards or legal requirements.

### 35. Distribution of Procurement Solicitations

Gateway Technical College uses DemandStar.com as their automatic supplier registration, procurement notice and document distribution system.

- a. Suppliers interested in receiving bid and proposal information from Gateway Technical College must register online to access all bidding opportunities at the College.
- b. Registration is FREE
  - **Register at [www.demandstar.com/app/wapp/registration](http://www.demandstar.com/app/wapp/registration)**  
If you have already registered through this link with regard to another WAPP agency, you do not have to register again to receive solicitations generated by Gateway Technical College. If you registered for a specific WAPP agency and would also like to receive solicitations from Gateway Technical College, contact DemandStar registration assistance to have your agency designation changed.
  - **Select Commodity Codes** in order to receive notification.  
Once your DemandStar registration has been activated you must log in to Demand Star and go to the "Account Info" page. Then "Edit" "Commodity Codes" and select any NGIP commodity code selections. If commodity codes are not selected, you will not receive any notifications.
- c. It is the responsibility of the Supplier to regularly monitor this Website.
  - Suppliers are required to update and maintain their profile on DemandStar in order to ensure notification and access to procurement opportunities and information they are interest in receiving. This includes updating the commodity codes for which the Supplier wants solicitations/notifications.
  - A Supplier's failure to retrieve available, required procurement information and include the appropriate documentation and information in solicitation responses is the sole responsibility of the Supplier, and may result in disqualification
  - Vendors are responsible for checking DemandStar at <https://www.demandstar.com/app/loginw.demandstar.com> for any addenda prior to submitting a bid.

### Vendor Selection/Evaluation Criteria (Evaluation of Proposals)

**This is a Request for Proposal, and factors other than price alone will be reviewed and evaluated. Gateway Technical College will use the following weighted point system in evaluating the proposals for Presidential Recruitment Services.**

**Right of Rejection** - Gateway Technical College reserves the right to reject any or all proposals, to



waive any non-material irregularities or informalities in any Request For Proposal and to accept or reject any item or combination of items. Gateway will also consider competitive contracts currently in place with other State/Governmental Agencies.

**Number of contracts** - Gateway Technical College reserves the right to contract with more than one firm depending on the evaluation of the proposals submitted.

The evaluation of proposals will be composed of the Gateway Technical College Ad Hoc Committee. The evaluation committee may decide to contact one or more of the vendors to obtain clarification to various responses given in the proposal submission. As a result, if these follow-up questions, scores may be adjusted based on the responses.

**Acceptance of Terms and Conditions** - Submission of a proposal shall constitute acknowledgement and acceptance of all the terms and conditions contained in this request for proposal. The VENDOR chosen will be required to enter into a formal contract with Gateway Technical College. Any agreement or contract resulting from the acceptance of a proposal shall be on forms approved by Gateway. Gateway reserves the right to reject or modify any agreement which does not conform to the request for proposal and any requirements for agreements and contracts.

## CONTRACT TERMS

**Contract Period** - The contract for this RFP will be for an **ADD TIME PERIOD** period commencing on or about ADD START DATE. The contract shall contain a renewal clause which may, by mutual consent, be used for an additional four (4) one-year extensions under the same terms and conditions, thereby providing for seven (7) years.

**Cancellation of Contract** - The contract shall provide that Gateway reserves the right to cancel any agreement at any time upon ninety (90) days prior written notice of its intent to terminate any agreement. The designated shall provide at least one hundred eighty (180) days prior written notice of its intent to terminate any agreement.

Points	Evaluation Criteria
35	<b>Cost</b> (maximum not-exceed Project Cost)
20	<b>Responsiveness to proposal</b> – As demonstrated by Bidder’s level of understanding of the mission and attention to detail in their submission and effort to be as thorough as possible in describing how Bidder will meet the expectations of the College
25	<b>Experience of assigned search consultants &amp; their understanding of higher education employment market</b> – Level of experience and achievement working successfully with both public and private institutions on similar searches, and track record of success in finding the right fit between applicants and institutions, as demonstrated by profiles of staff and prior experience in higher education academic searches
10	<b>Depth and credibility in the field of higher education</b>
10	<b>Experience with developing executive profiles in collaboration with the campus community</b>
100	<b>Total Points</b>

36. OSHA, Safety Data Sheet (SDS) and WI Dept. of Safety & Professional Services Requirements

The initial shipment of any items requiring an SDS provided under contract to each college within the WTCS or to any other Wisconsin agency participating on the contract must include a SDS for filing with each respective shipping location receiving the items. All services must meet “OSHA” specifications. In addition, all items must meet the shipping, recording, and identification requirements of the Wisconsin Department of Safety and Professional Services.

It is a direct condition of the terms of this solicitation that if there be any toxic substances, materials, or infectious agents, in this proposal, the Proposer shall supply a SDS with the

material shipment and/or at the time the material is brought onto Gateway Technical College premises and a copy of the SDS is to be forwarded to:

Sharon E. Johnson  
CFO/VP of Finance and Administration  
Gateway Technical College  
3520 – 30<sup>th</sup> Avenue  
Kenosha, WI 53144

37. Wisconsin Open Records Law

Respondents to this RFP are advised that all documents received by Gateway Technical College in connection with this RFP, including bids, contracts, if any, and all other submitted attachments, will become the exclusive property of Gateway Technical College.

Furthermore, to the extent permitted by law, it is the intention of Gateway Technical College to withhold the contents of the bids, contracts, if any, and any other submitted documents, from public

view until such times as the competitive or bargaining reasons no longer require non-disclosure in the opinion of Gateway Technical College. At that time, all bids, and any resulting contracts thereof, and all other submitted documents in connection to this RFP, will be available for review in accordance with Wisconsin Open Records Law.

Pursuant to Wisconsin State Statutes Section 19.36(5), protection from disclosure may apply to those pages in each submittal, as defined in Wisconsin Statutes Section 134.90(1)(c), and which are marked as TRADE SECRET, CONFIDENTIAL, or PROPRIETARY by the RFP respondent or other submitting party. The respondent shall mark each page separately; and any non-confidential data shall begin on the subsequent page. Marking all or nearly all, of the bid as TRADE SECRET, CONFIDENTIAL, OR PROPRIETARY may result in the rejection of the bid. In this regard, Gateway Technical College may reject any bid it cannot fairly evaluate without the information marked proprietary.

Gateway Technical College will not advise as to the nature of the content of the documents marked as entitled to this protection of non-disclosure, or as to the definition of trade secret, confidential, or proprietary information. The respondent or other submitting party will be solely responsible for all such determinations made by it, and for clearly and prominently marking each and every page or sheet of materials with TRADE SECRET, CONFIDENTIAL, or PROPRIETARY as it determines to be appropriate.

Gateway Technical College will endeavor to advise the RFP respondent of any requests for the disclosure of the material so marked with TRADE SECRET, CONFIDENTIAL, or PROPRIETARY, and give the respondent or other submitting party the opportunity to seek a court order to protect such materials from disclosure. If a party other than the proposer submitted the requested materials, the proposer respondent shall be solely responsible for notifying the submitting party of the requests.

Gateway's sole responsibility is to notify the proposer of the request for disclosure, and Gateway shall not be liable for any damages resulting out of such disclosure, whether such disclosure is deemed required by law, by an order of the court or administrative agency, or

occurs through inadvertence, mistake, negligence on the part of Gateway Technical College or its officers, employees, consultants, or subcontractors.

### **TENTATIVE TIMETABLE**

August 27, 2025	Distribute RFP
September 2, 2025	Deadline for questions at 2:00 PM CST
September 5, 2025	Estimated date for Gateway to answer questions via Addendum
September 12, 2025	Bids due no later than 2:00 PM CST
October 1, 2025	Face to Face Presentations
October 9, 2025	Notice of Award



## **SPECIFICATIONS**

### **IDENTIFICATION OF PARTIES**

Company Name: \_\_\_\_\_

Address: \_\_\_\_\_

Telephone: \_\_\_\_\_ Fax: \_\_\_\_\_

Key Representative \_\_\_\_\_

Email Address: \_\_\_\_\_

Please acknowledge if applicable this RFP for any addendums containing changes. Failure to acknowledge in this manner may render the proposal non-responsive.

---

Signature

Title

Date

## **SPECIFICATIONS**

**Need to state the length of the contract (word it to leave options open for extension to equal total of 7 years.**

### **SCOPE:**

Gateway Technical College is soliciting interest from qualified firms or an individual to conduct a search to fill the executive position of President and CEO. The executive search firm or individual should provide the following services at a minimum to:

- Be available to commence the search process as soon as the chosen firm is identified, expected to be October 9, 2025.
- Recommend the approach and methodology to be used for the search and selection process. Work with the Board of Trustees and Board Liaison to adjust that approach as needed for the College's unique needs.
- Serve as a consultant to the Board of Trustees/Board Liaison to develop and facilitate the search process, including establishing and recommending a timeline and milestones.
- Develop the ideal profile for the President and CEO by meeting with Gateway Technical College representatives to obtain information regarding specific issues and opportunities for the management

skills and style that are appropriate for the position.

- Develop a strategy for implementing the President and CEO recruitment (including submission and name of various websites and identifying outreach to encourage applicants from diverse backgrounds to apply).
- Review resumes for background and qualifications and conduct follow-up virtual/telephone conversations for clarification.
- Facilitate virtual interviews by representatives chosen by the Gateway Technical College Ad Hoc Presidential Search Committee to clarify each applicant's experience and credentials.
- Prepare a written summary of all candidates for the position, with the most promising qualifications to share with the Ad Hoc Presidential Search Committee.
- Evaluate candidates for serious consideration by conducting in-depth reference checks with individuals who are or have been in the position to evaluate the candidate's performance on the job. A recommended short list of finalist candidates shall be presented to Gateway Technical College Ad Hoc Presidential Search Committee for their consideration.
- Recommend and finalize a process with Gateway Technical College Ad Hoc Presidential Search Committee for interview and coordinating candidate's participation in interviews.
- Assist with agenda and schedule coordination of candidates for candidate interviews, visitation to Gateway Technical College's campus and centers, and site visits to the candidate(s) current places of employment.
- Debrief Gateway Technical College Ad Hoc Presidential Search Committee following interviews and identify additional candidates, if necessary.
- Verify selected candidates' educational and employment background, financial/credit, and coordinate criminal and civil litigation checks.
- Assist Gateway Technical /College in structuring the job offer, the employment package and relocation (if applicable) with the finalist.
- Provide Gateway Technical College with regular written status reports and keep candidates apprised of their status.
- Conduct a sufficient number of meetings to properly solicit input from and keep informed but not limited to Gateway Technical College Board of the search firm's progress.
- Provide examples of recruitment literature (i.e. brochures or recruitment marketing pamphlets) successfully used by the search firm in other executive searches.
- Reinitiate additional executive searches, at no fee to Gateway Technical College, if successful candidates leave (via resignation or termination with or without cause) the employment of within one (1)

year of placement.

## VENDOR SELECTION

A selection committee consisting of Gateway Technical College's District Board Members will be evaluating all proposals. Award will be based on a point system and awarded to the proposer with the highest points. The maximum possible points will be one hundred (100) points. The Gateway selection committee will score proposals based on the following criteria:

- Past performance as measured by the tenure and satisfaction of the selected candidate and the hiring institution.
- State whether your organization is national, regional or local, including the size, range of activities. Particular emphasis should be given as to how the firm-wide experience and expertise in the areas addressed by this RFP will be brought to bear on the proposed work.
- Include a narrative description of the process to be used in proactively identifying and recruiting qualified candidates for this specific position.
- Identify the firm's or individual's (and your proposed project team's) recent experience in filling presidential positions (include both number and frequency).
- Identify the individual who would be the principal in charge (main contact) assigned to provide services on behalf of the firm on this project along with others to be involved and provide detailed resume(s).
- Provide data defining the firm's or individual success in minority, ethnic, and gender recruitment and placement in presidential positions (include number and frequency breakdown by minority and gender).
- Describe the firm's or individual knowledge and experience in recruiting presidential positions at 2-year vocational, technical, and community colleges and identify institutions for which you have provided these services within the last 5 years.
- Provide examples of how the firm has obtained input from stakeholders in a presidential search and copies of comprehensive position profiles that the firm produced for other comparable clients.
- Outline resources of the firm available to help Gateway Technical College identify and recruit the best pool of qualified candidates. Provide a complete list of publications to be advertised in and details of electronic databases, websites, or other internet resources to be used in seeking qualified candidates.
- Outline the frequency of updates/status reports provided to clients.
- Identify the procedures used in conducting reference and background checks (include forms, logs, sample records used in screening and verifying credentials) and details on database searches to be conducted.
- Provide written references or contacts from clients.
- Provide a copy of the sample contract entered into with clients for a presidential search.
- Propose a search project calendar.
- Pricing proposal. Provide a detailed estimate of total fees/expenses, including the basis to be used in establishing the fee (flat fee, etc.): approximate expenses to be incurred including the firm's reimbursement policies/limits): and an example of the total fees and expenses charges for a President search in the past 12 months. Identify payment schedule options based on milestones/results achieved. (Evaluation will be based on the total fee proposed with the lowest fee receiving the high score and highest fee receiving the lowest score.)

The president must be innovative, collaborative, data-driven, comfortable working in a complex, multi-institutional system/organization, a proven change leader, and financially savvy with a broad scope of administrative, and academic, government, or business experiences from which to draw. The President will commence work as early as July 2026.

Responses to the evaluation criteria will be considered a part of the contract to be entered into



with the firm selected. All communications with Gateway Technical College shall be done exclusively with the designee of the District Board through the purchasing department.

#### **TERMINATIONS/PENALTIES FOR NON-PERFORMANCE**

The Gateway Technical College District reserves the right to cancel any purchase order or contract for failure of the contractor to satisfactorily comply with the terms, conditions, and specifications of this inquiry.

#### **CONTACT INFORMATION:**

Ericka Bernhardt  
Purchasing Agent  
Gateway Technical College  
3520 – 30th Avenue  
Kenosha, WI 53144  
[bernhardte@gtc.edu](mailto:bernhardte@gtc.edu)

**RFP 1753 SPECIFICATIONS FOR PRESIDENTIAL RECRUITMENT SERVICES**

By signing this Proposal Offer Form, I agree to all terms and conditions set forth in this Proposal Specification Package. I further acknowledge my proposal cannot be withdrawn any time after a recommendation is made by the selection committee to the Gateway Technical College District Board.

The proposal must be signed by a company official who has the full authority to legally bind the prime vendor to the proposed obligations. The signer of the proposal must also declare that the proposal is made without collusion or fraud and that the proposal represents no conflict with the Code of Ethics requirements of Gateway Technical College.

The undersigned agrees to indemnify and hold harmless Gateway Technical College, its officers or directors, employees and agents, against and from any and all expenses, costs, damages, claims, and liabilities of any kind or any intentional or negligent act or omission in the course of the performance of duties/obligations under this agreement. The indemnification obligations of the parties hereto pursuant to this section shall continue in full force and effect notwithstanding the expiration or termination of this agreement with respect to any such expenses, costs, damages, claims, and liabilities, which arise out of or are attributable to the performance of this agreement prior to its expiration or termination.

Credit Card payment accepted:      ☐ Yes      ☐ No

If yes, do you charge a fee      ☐ Yes      ☐ No

Signature of Principal  
Officer/Owner: \_\_\_\_\_

Please Print Name of  
Principal Officer/Owner: \_\_\_\_\_

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

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

Name of Company \_\_\_\_\_

Address \_\_\_\_\_

Telephone Number \_\_\_\_\_ Fax Number \_\_\_\_\_

Email Address \_\_\_\_\_

**SUPPLIER PROOF OF RESPONSIBILITY FORM**

*The "Supplier Proof of Responsibility" information on this form is held in strict confidence by Gateway Technical College and is not shared with any other people or firms outside of the Gateway proposal review committee members. This information is exempt from being provided to outside firms or individuals under open record laws or Freedom of Information Act requirements. Gateway may reject or disregard any and all proposals received from suppliers/contractors that fail to prove responsibility and/or does not provide this completed questionnaire with their submitted proposals.*

Company Name: \_\_\_\_\_

Address: \_\_\_\_\_  
\_\_\_\_\_

List Names and Titles of Officers or Partners:

_____	_____	_____
_____	_____	_____

Type of Firm: \_\_\_\_Corporation, \_Individual, \_Partnership, \_Other

(If "Other"), explain \_\_\_\_\_

If you are a corporation, where are you incorporated (state): \_\_\_\_\_

Number of Years in Business \_\_\_\_\_years. What year did your business begin? \_\_\_\_\_

What is the average number of personnel in your organization during the last 12 months: \_\_\_\_\_

Total Company Employees: \_\_\_\_ (office and labor staff)

What is your average annual billings (i.e.: annual sales) for the last three years?

2022 \$ \_\_\_\_\_ 2023: \$ \_\_\_\_\_ 2024: \$ \_\_\_\_\_



## QUALIFIED SUPPLIER CERTIFICATION

**In submitting this proposal, I certify that I am a “Qualified Supplier” for providing the items and/or services outlined in this Request for Proposal. This certification as a “Qualified Supplier” attests to the following:**

***\*Place your initials next to each item if you agree/concur:***

---

Our company has been in business for at least 3 years.

---

The supplier certifies by signing the proposal that neither it nor its principals are presently debarred, suspended, proposed for debarment, declared ineligible or voluntarily excluded from participation in this transaction by any federal or state department.

---

Our company is an authorized dealer and service agency for any and all equipment or items provided.

---

Our company maintains a permanent place of business and is licensed to do business in the United States.

---

Our company is not presently on any lists maintained by the Wisconsin Department of Administration, or by any other State or the Federal Government, for noncompliance with any equal opportunity and/or affirmative action requirements.

---

Our company is authorized to sell the products being proposed in the RFP, with no claim or suspicion of any kind as to any patent or copyright infringements, or claims of actions pertaining thereto, that would be of a legal concern or issue to your company or to this public agency as it relates to laws regarding patents, copyrights, royalties, infringements, etc.

---

In connection with the performance of any work covered by this RFP, we agree not to discriminate against any employee or applicant for employment because of age, race, religion, color, handicap, sex, physical conditions, developmental disability, sexual preference or national origin.

---

The Contractor agrees it is an independent Contractor with respect to the services provided pursuant to this agreement. Nothing in this agreement shall be considered to create the relationship of the employer and employee between the parties.



## PROPOSER REFERENCES FORM

*List at least three (3) References*

**Proposer Name:** \_\_\_\_\_

Client Name, Location: \_\_\_\_\_

Contact Name: \_\_\_\_\_ Length of Contract: \_\_\_\_\_

Telephone: \_\_\_\_\_ Email Address: \_\_\_\_\_

Comments: \_\_\_\_\_

Client Name, Location: \_\_\_\_\_

Contact Name: \_\_\_\_\_ Length of Contract: \_\_\_\_\_

Telephone: \_\_\_\_\_ Email Address: \_\_\_\_\_

Comments: \_\_\_\_\_

Client Name, Location: \_\_\_\_\_

Contact Name: \_\_\_\_\_ Length of Contract: \_\_\_\_\_

Telephone: \_\_\_\_\_ Email Address: \_\_\_\_\_ Comments: \_\_\_\_\_

\_\_\_\_\_



**NONCOLLUSION AFFIDAVIT**

---

Deposes Name and Title

Says that:

---

(Name of Company or Other Form of Business)

has not, either directly or indirectly, entered into any agreement or participated in any collusion or otherwise taken any action in restraint of free competition in connection with this proposal leading to the foregoing contract or in connection with the contract.

That the proposal leading to this contract has been independently arrived at without collusion with any other competitor or potential competitor.

That the proposal leading to this contract has not been knowingly disclosed prior to the opening of this proposal to any other competitor.

That no attempt has been made to induce any other person or firm to submit or not to submit a proposal which may have led to this contract.

That the above statement is accurate under penalty of perjury.

---

Signed

Subscribed and sworn to before me on this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_

---

Notary Public

My commission expires \_\_\_\_\_, 20\_\_\_\_



## NONDISCRIMINATION AFFIDAVIT

\_\_\_\_\_, deposes  
Name and Title

says that

\_\_\_\_\_  
(Name of Company or Other Form of Business)

advertises for prospective employees in compliance with federal and Wisconsin civil rights and equal opportunity employment laws (42 USC 2000 et seq and Subchapter II of Chapter 111, Wisconsin Statutes); posts notices to advertise its status as an equal opportunity employer; advises employees of the right to contact EEOC or OFCCP with discrimination complaints; and ensures that its employees are free from employment discrimination based on age, race, creed, color, disability, marital status, sex, conviction record, membership in the national guard or state defense force (or any other reserve component of the military forces of the United States or this state); or use or nonuse of lawful products off the employer's premises during non-work hours.

That the above-mentioned company complies with Executive Order 11246 entitled "Equal Employment Opportunity" as amended by Executive Order 11375 and as supplemented in Department of Labor Regulations (41 CFR).

That the above statement is accurate under penalty of perjury.

\_\_\_\_\_  
Signature of Affiant

State of \_\_\_\_\_

County of \_\_\_\_\_

Subscribed and sworn to before me on

this \_\_\_\_\_ day of \_\_\_\_\_, 20 \_\_\_\_\_

\_\_\_\_\_  
Notary Public

My commission expires \_\_\_\_\_, 20 \_\_\_\_\_

## Cooperative Purchasing Form

Wisconsin statutes establish authority to allow Wisconsin municipalities to participate in cooperative purchasing when the contractors agree to extend their terms to them. **Participating in the service gives vendors opportunities for additional sales without additional bidding. Please be aware that your participation is voluntary.** Municipalities use the service to expedite purchases. A "municipality" is defined as any county, city, village, town, school district, board of school directors, sewer district, drainage district, vocational, technical, and adult education district, or any other public body having the authority to award public contracts (s. 16.70(8), Wis. Stats.). Interested municipalities will contact the contractor directly to place orders and are responsible for receipt, acceptance, and inspection of goods directly from the contractor, and making payment directly to the contractor. GTC in serving as the lead agency initiating this cooperative purchasing program on behalf of other Municipalities, is not party to any disputes arising from purchases made by other municipalities and is not liable for delivery or payment purchases made by other municipalities.

☐ **I Agree** to make the products or services of this bid/proposal, as priced, for the period from \_\_\_\_\_ to \_\_\_\_\_ available to:

Wisconsin Municipalities (check all that apply):

- ☐ Wisconsin Technical Colleges
- ☐ University of Wisconsin System
- ☐ Wisconsin K – 12 Schools
- ☐ Wisconsin Municipalities (Non Educational) – please specify \_\_\_\_\_
- ☐ Within a certain region/section of the state – please specify \_\_\_\_\_

☐ Indicate here if you would be willing to offer a discount to other public agencies that would “piggyback” and purchase additional items from your firm if a contract is awarded by GTC to your firm (ie: other public agencies “piggybacking” a competitively awarded contract rather than needing to issue their own RFP):

\_\_\_\_% Discount if a second item/system is purchased or a second public agency purchases from the awarded contract.

\_\_\_\_% Discount if a third item/system is purchased or a third public agency purchases from the awarded contract.

\_\_\_\_% Discount if a fourth item/system is purchased or a fourth public agency purchases from the awarded contract.

By what date would other public agencies need to make a purchase from your firm before the price break policy expires:

\_\_\_\_\_

Note in your proposal any special conditions or provisions.

☐ Indicate here if you agree that should a system-wide agreement be executed between the awarded supplier and the Wisconsin Technical College System (WTCS), or any public cooperative contract agreement that the WTCS is authorized to utilize such as MICTA, NJPA, Federal GSA, etc., GTC shall have the option, when such lower price is available for use by the WTCS, to transfer their license and/or contracted pricing and avail themselves of the terms and conditions negotiated on their behalf in that agreement. Such transfer shall take place upon written acknowledgement from the awarded supplier to the GTC.

☐ **I Do Not Agree** to make the products/services of this bid/proposal available to Wisconsin Municipalities

Signature		Date (mm/dd/yyyy)	
Name (Type or Print)		Title	
		Email:	
Company		Tel: (     )	
		Fax: (     )	
Address (Street)	City	State	ZIP + 4
Commodity/Service		Request for Bid/Proposal Number	

## OPERATIONAL AGENDA

### B) Consent Agenda

- 1) Bids
  - a. None
- 2) Finance
  - a. Summary of Revenues and Expenditures
  - b. Cash and Investment Schedules
- 3) Personnel Report
- 4) Contracts for Instructional Delivery
  - a. Business and Workforce Solutions
  - b. Protective Services
  - c. High School
- 5) Advisory Committee Activity Report
- 6) Grant Information
- 7) Strategic Plan Revision Approval

# GATEWAY TECHNICAL COLLEGE DISTRICT BOARD

Roll Call  
Action X  
Information  
Discussion

## SUMMARY OF REVENUE AND EXPENDITURES

**Summary of Item:** Summary of revenue and expenditures as of **07/31/25**

Ends Statements and/or Executive Limitations  
Section 3 - Executive Limitations  
Policy 3.5 Financial Condition

**Staff Liaison:** Sharon Johnson

**GATEWAY TECHNICAL COLLEGE**  
**2025-26 SUMMARY OF REVENUE & EXPENDITURES AS OF 07/31/2025**

<b><u>COMBINED FUNDS</u></b>	<b>2025-26 APPROVED BUDGET</b>	<b>2025-26 WORKING BUDGET</b>	<b>2025-26 ACTUAL TO DATE</b>	<b>PERCENT INCURRED</b>
<b>REVENUE:</b>				
LOCAL GOVERNMENT	\$ 41,601,371	\$ 41,601,371	\$ 6,436	0.02%
STATE AIDS	49,180,068	49,180,068	1,150,940	2.34%
STATUTORY PROGRAM FEES	15,805,698	15,805,698	8,889,939	56.25%
MATERIAL FEES	922,182	922,182	531,792	57.67%
OTHER STUDENT FEES	2,920,556	2,920,556	1,223,840	41.90%
INSTITUTIONAL	11,876,232	11,876,232	353,964	2.98%
FEDERAL	23,240,691	23,240,691	832,927	3.58%
OTHER RESOURCES	12,467,000	12,467,000	-	0.00%
<b>TOTAL REVENUE &amp; OTHER RESOURCES</b>	<b>\$ 158,013,798</b>	<b>\$ 158,013,798</b>	<b>\$ 12,989,838</b>	<b>8.22%</b>
<b>EXPENDITURES BY FUNCTION:</b>				
INSTRUCTIONAL	\$ 68,119,676	\$ 68,119,676	\$ 4,697,175	6.90%
INSTRUCTIONAL - RESOURCES	1,270,112	1,270,112	92,556	7.29%
STUDENT SERVICES	41,952,441	41,952,441	1,007,438	2.40%
GENERAL INSTITUTIONAL	13,123,022	13,123,022	3,636,643	27.71%
PHYSICAL PLANT	32,561,179	32,561,179	3,726,056	11.44%
AUXILIARY SERVICES	725,000	725,000	55,466	7.65%
PUBLIC SERVICE	444,206	444,206	17,655	3.97%
<b>TOTAL EXPENDITURES</b>	<b>\$ 158,195,636</b>	<b>\$ 158,195,636</b>	<b>\$ 13,232,990</b>	<b>8.36%</b>
<b>EXPENDITURES BY FUNDS:</b>				
GENERAL	\$ 93,935,419	\$ 93,935,419	\$ 9,720,482	10.35%
SPECIAL REVENUE - OPERATIONAL	7,811,046	7,811,046	318,335	4.08%
SPECIAL REVENUE - NON AIDABLE	25,908,661	25,908,661	121,457	0.47%
CAPITAL PROJECTS	12,461,510	12,461,510	2,099,559	16.85%
DEBT SERVICE	17,354,000	17,354,000	917,691	5.29%
ENTERPRISE	725,000	725,000	55,466	7.65%
<b>TOTAL EXPENDITURES</b>	<b>\$ 158,195,636</b>	<b>\$ 158,195,636</b>	<b>\$ 13,232,990</b>	<b>8.36%</b>

**GATEWAY TECHNICAL COLLEGE**  
**2025-26 SUMMARY OF REVENUE & EXPENDITURES AS OF 07/31/2025**

<b><u>GENERAL FUND</u></b>	<b>2025-26 APPROVED BUDGET</b>	<b>2025-26 WORKING BUDGET</b>	<b>2025-26 ACTUAL TO DATE</b>	<b>PERCENT INCURRED</b>
<b>REVENUE:</b>				
LOCAL GOVERNMENT	\$ 22,683,171	\$ 22,683,171	\$ 6,436	0.03%
STATE AIDS	44,129,279	44,129,279	1,099,730	2.49%
STATUTORY PROGRAM FEES	15,805,698	15,805,698	8,889,939	56.25%
MATERIAL FEES	922,182	922,182	531,792	57.67%
OTHER STUDENT FEES	1,653,213	1,653,213	624,403	37.77%
FEDERAL	20,000	20,000	-	0.00%
INSTITUTIONAL	8,721,876	8,721,876	192,698	2.21%
OTHER RESOURCES	-	-	-	
TOTAL REVENUE & OTHER RESOURCES	<u>\$ 93,935,419</u>	<u>\$ 93,935,419</u>	<u>\$ 11,344,998</u>	12.08%
<b>EXPENDITURES BY FUNCTION:</b>				
INSTRUCTIONAL	\$ 61,158,308	\$ 61,158,308	\$ 4,034,036	6.60%
INSTRUCTIONAL - RESOURCES	1,250,112	1,250,112	92,556	7.40%
STUDENT SERVICES	14,020,620	14,020,620	717,930	5.12%
GENERAL INSTITUTIONAL	9,674,200	9,674,200	2,201,156	22.75%
PHYSICAL PLANT	<u>7,832,179</u>	<u>7,832,179</u>	<u>2,674,805</u>	34.15%
TOTAL EXPENDITURES	<u>\$ 93,935,419</u>	<u>\$ 93,935,419</u>	<u>\$ 9,720,482</u>	10.35%

**GATEWAY TECHNICAL COLLEGE**  
**2025-26 SUMMARY OF REVENUE & EXPENDITURES AS OF 07/31/2025**

<b><u>SPECIAL REVENUE-OPERATIONAL FUND</u></b>	<b>2025-26 APPROVED BUDGET</b>	<b>2025-26 WORKING BUDGET</b>	<b>2025-26 ACTUAL TO DATE</b>	<b>PERCENT INCURRED</b>
<b>REVENUE:</b>				
LOCAL GOVERNMENT	\$ 1,700,000	\$ 1,700,000	\$ -	0.00%
STATE AIDS	2,737,310	2,737,310	51,210	1.87%
FEDERAL	3,081,992	3,081,992	59,434	1.93%
INSTITUTIONAL	<u>223,706</u>	<u>223,706</u>	<u>26,084</u>	11.66%
<b>TOTAL REVENUE &amp; OTHER RESOURCES</b>	<b><u>\$ 7,743,008</u></b>	<b><u>\$ 7,743,008</u></b>	<b><u>\$ 136,728</u></b>	<b>1.77%</b>
 <b>EXPENDITURES BY FUNCTION:</b>				
INSTRUCTIONAL	\$ 4,449,858	\$ 4,449,858	\$ 157,204	3.53%
STUDENT SERVICES	1,962,160	1,962,160	96,198	4.90%
GENERAL INSTITUTIONAL	989,822	989,822	47,278	4.78%
PHYSICAL PLANT	-	-	-	0.00%
PUBLIC SERVICE	<u>409,206</u>	<u>409,206</u>	<u>17,655</u>	4.31%
<b>TOTAL EXPENDITURES</b>	<b><u>\$ 7,811,046</u></b>	<b><u>\$ 7,811,046</u></b>	<b><u>\$ 318,335</u></b>	<b>4.08%</b>



**GATEWAY TECHNICAL COLLEGE**  
**2025-26 SUMMARY OF REVENUE & EXPENDITURES AS OF 07/31/2025**

<b><u>SPECIAL REVENUE-NON AIDABLE FUND</u></b>	<b>2025-26 APPROVED BUDGET</b>	<b>2025-26 WORKING BUDGET</b>	<b>2025-26 ACTUAL TO DATE</b>	<b>PERCENT INCURRED</b>
<b>REVENUE:</b>				
STATE AIDS	\$ 2,267,600	\$ 2,267,600	\$ -	0.00%
OTHER STUDENT FEES	1,042,343	1,042,343	586,005	56.22%
INSTITUTIONAL	2,025,650	2,025,650	10,061	0.50%
FEDERAL	<u>20,073,068</u>	<u>20,073,068</u>	<u>773,493</u>	3.85%
<b>TOTAL REVENUE &amp; OTHER RESOURCES</b>	<b><u>\$ 25,408,661</u></b>	<b><u>\$ 25,408,661</u></b>	<b><u>\$ 1,369,559</u></b>	<b>5.39%</b>
 <b>EXPENDITURES BY FUNCTION:</b>				
STUDENT SERVICES	\$ 25,899,661	\$ 25,899,661	\$ 121,457	0.47%
GENERAL INSTITUTIONAL	<u>9,000</u>	<u>9,000</u>	<u>-</u>	0.00%
<b>TOTAL EXPENDITURES</b>	<b><u>\$ 25,908,661</u></b>	<b><u>\$ 25,908,661</u></b>	<b><u>\$ 121,457</u></b>	<b>0.47%</b>

**GATEWAY TECHNICAL COLLEGE**  
**2025-26 SUMMARY OF REVENUE & EXPENDITURES AS OF 07/31/2025**

<b><u>CAPITAL PROJECTS FUND</u></b>	<b>2025-26 APPROVED BUDGET</b>	<b>2025-26 WORKING BUDGET</b>	<b>2025-26 ACTUAL TO DATE</b>	<b>PERCENT INCURRED</b>
<b>REVENUE:</b>				
STATE AIDS	\$ 45,879	\$ 45,879	\$ -	0.00%
INSTITUTIONAL	350,000	350,000	(3,500)	-1.00%
FEDERAL	65,631	65,631	-	0.00%
OTHER RESOURCES	<u>12,000,000</u>	<u>12,000,000</u>	<u>-</u>	0.00%
<b>TOTAL REVENUE &amp; OTHER RESOURCES</b>	<b><u>\$ 12,461,510</u></b>	<b><u>\$ 12,461,510</u></b>	<b><u>\$ (3,500)</u></b>	<b>-0.03%</b>
 <b>EXPENDITURES BY FUNCTION:</b>				
INSTRUCTIONAL	\$ 2,511,510	\$ 2,511,510	\$ 505,936	20.14%
INSTRUCTIONAL - RESOURCES	20,000	20,000	-	0.00%
STUDENT SERVICES	70,000	70,000	71,854	102.65%
GENERAL INSTITUTIONAL	2,450,000	2,450,000	1,388,208	56.66%
PHYSICAL PLANT	7,375,000	7,375,000	133,561	1.81%
PUBLIC SERVICE	<u>35,000</u>	<u>35,000</u>	<u>-</u>	0.00%
<b>TOTAL EXPENDITURES</b>	<b><u>\$ 12,461,510</u></b>	<b><u>\$ 12,461,510</u></b>	<b><u>\$ 2,099,559</u></b>	<b>16.85%</b>

**GATEWAY TECHNICAL COLLEGE**  
**2025-26 SUMMARY OF REVENUE & EXPENDITURES AS OF 07/31/2025**

<b><u>DEBT SERVICE FUND</u></b>	<b>2025-26 APPROVED BUDGET</b>	<b>2025-26 WORKING BUDGET</b>	<b>2025-26 ACTUAL TO DATE</b>	<b>PERCENT INCURRED</b>
<b>REVENUE:</b>				
LOCAL GOVERNMENT	\$ 17,173,200	\$ 17,173,200	\$ -	0.00%
INSTITUTIONAL	100,000	100,000	-	0.00%
OTHER RESOURCES	<u>467,000</u>	<u>467,000</u>	<u>-</u>	0.00%
TOTAL REVENUE & OTHER RESOURCES	<u>\$ 17,740,200</u>	<u>\$ 17,740,200</u>	<u>\$ -</u>	0.00%
 <b>EXPENDITURES BY FUNCTION:</b>				
PHYSICAL PLANT	<u>\$ 17,354,000</u>	<u>\$ 17,354,000</u>	<u>\$ 917,691</u>	5.29%
TOTAL EXPENDITURES	<u>\$ 17,354,000</u>	<u>\$ 17,354,000</u>	<u>\$ 917,691</u>	5.29%

**GATEWAY TECHNICAL COLLEGE**  
**2025-26 SUMMARY OF REVENUE & EXPENDITURES AS OF 07/31/2025**

<b><u>ENTERPRISE FUND</u></b>	<b>2025-26 APPROVED BUDGET</b>	<b>2025-26 WORKING BUDGET</b>	<b>2025-26 ACTUAL TO DATE</b>	<b>PERCENT INCURRED</b>
<b>REVENUE:</b>				
LOCAL GOVERNMENT	\$ 45,000	\$ 45,000	\$ -	0.00%
OTHER STUDENT FEES	225,000	225,000	13,431	5.97%
INSTITUTIONAL	<u>455,000</u>	<u>455,000</u>	<u>128,621</u>	28.27%
TOTAL REVENUE & OTHER RESOURCES	<u>\$ 725,000</u>	<u>\$ 725,000</u>	<u>\$ 142,052</u>	19.59%
 <b>EXPENDITURES BY FUNCTION:</b>				
AUXILIARY SERVICES	<u>\$ 725,000</u>	<u>\$ 725,000</u>	<u>\$ 55,466</u>	7.65%
TOTAL EXPENDITURES	<u>\$ 725,000</u>	<u>\$ 725,000</u>	<u>\$ 55,466</u>	7.65%

**GATEWAY TECHNICAL COLLEGE DISTRICT BOARD**

**Revenue and Expenditures**

**July 2025**

<b>Total Revenue</b>	<b>\$</b>	<b>11,344,998</b>
<b>Total Expenditures</b>	<b>\$</b>	<b>6,819,276</b>

# GATEWAY TECHNICAL COLLEGE DISTRICT BOARD

Roll Call  
Action X  
Information  
Discussion

## CASH AND INVESTMENT SCHEDULES

**Summary of Item:** Monthly cash and investment schedules

Ends Statements and/or Executive Limitations:  
Section 3 - Executive Limitations  
Policy 3.5 Financial Condition

**Staff Liaison:** Sharon Johnson

**GATEWAY TECHNICAL COLLEGE**  
**MONTHLY CASH RECONCILIATION**  
**FOR THE MONTH ENDING JUNE 30, 2025**

<b>Cash Balance: MAY 31, 2025</b>	\$	55,392,673.09
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**PLUS:**

Cash Receipts		10,876,561.69
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	\$	66,269,234.78
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**LESS:**

Disbursement:		
Payroll	5,068,753.18	
Accounts Payable	<u>8,912,746.59</u>	<u>13,981,499.77</u>

	\$	<u>52,287,735.01</u>
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**DISPOSITION OF FUNDS**

Cash in Bank		734,182.60
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Cash in Transit		31,776.30
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Investments		51,516,451.11
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Cash on Hand		<u>5,325.00</u>
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<b>Cash Balance: JUNE 30, 2025</b>	\$	<u>52,287,735.01</u>
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# GATEWAY TECHNICAL COLLEGE

## MONTHLY INVESTMENT REPORT

JULY 2024 - JUNE 2025

	Investments at Beginning of Month	Investments at End of Month	Change in Investments for Month	Investments Income for Month	YTD Investments Income	Average Monthly Rate of Investment Income
July-24	\$ 50,687,502	\$ 40,637,155	\$(10,050,347)	\$ 174,437	\$ 174,437	4.45
AUGUST	40,637,155	50,808,195	10,171,040	174,608	349,045	4.35
SEPTEMBER	50,808,195	43,730,896	(7,077,299)	167,527	516,572	4.15
OCTOBER	43,730,896	43,200,904	(529,992)	153,586	670,158	4.09
NOVEMBER	43,200,904	34,459,456	(8,741,448)	128,436	798,594	4.10
DECEMBER	34,459,456	25,262,493	(9,196,963)	106,102	904,696	4.08
January-25	25,262,493	37,574,268	12,311,775	109,113	1,013,809	3.73
FEBRUARY	37,574,268	90,073,065	52,498,797	149,212	1,163,021	3.51
MARCH	90,073,065	82,853,623	(7,219,442)	266,658	1,429,680	4.42
APRIL	82,853,623	61,609,157	(21,244,466)	233,484	1,663,163	4.42
MAY	61,609,157	55,149,231	(6,459,926)	193,972	1,857,135	3.81
JUNE	55,149,231	51,516,451	(3,632,780)	176,406	2,033,541	3.82



## INVESTMENT SCHEDULE

June 30, 2025

<u>NAME OF BANK/INST</u>	<u>DATE INVESTED</u>	<u>DATE OF MATURITY</u>	<u>AMOUNT</u>	<u>INTEREST RATE</u>	<u>PRESENT STATUS</u>
LOCAL GOV'T POOL	Various	Open	\$ 10,559,987	4.36	OPEN
JOHNSON BANK	Various	Open	\$ 40,956,464	3.68	OPEN
		TOTAL	<u>\$ 51,516,451.11</u>		

# GATEWAY TECHNICAL COLLEGE DISTRICT BOARD

Roll Call	_____
Action	_____X_____
Information	_____
Discussion	_____

## PERSONNEL REPORT

Summary of Item: Monthly Personnel Activity Report

- Employment Approvals: New Hire(s)
- Promotion(s)
- Transfer(s)
- Retirement(s)
- Separation(s)

Ends Statements and/or Executive Limitations:

Section 3: Executive Limitations

Policy 3.3 – Employment, Compensation & Benefits

Staff Liaison: Jacqueline Morris

# Personnel Report

July 2025

## **Employment Approvals: New Hires**

Aimee Trevino

Student Express Associate; Student Support Services; Kenosha; Annual Salary: \$44,720  
Effective: June 23, 2025

## **Promotion(s)**

Dario De Leon

Payroll Technician; Talent & Culture; Kenosha; Annual Salary: \$54,496 Effective: June 16, 2025

David Elliott

Executive Assistant, President & Board of Trustees; Presidents Office; Kenosha; Annual Salary: \$70,000 Effective: June 2, 2025

## **Transfer(s)**

Marshili Hamilton

Academic Advisor; Student Affairs; Racine; Effective: June 30, 2025

Amber Stoian

Administrative Assistant, Presidents Office; Presidents Office; Kenosha; Effective: June 16, 2025

## **Retirement(s)**

Elaine Asma

Instructor, Adult Basic Education/English Language Learner; Kenosha; Effective: June 18, 2025

Elizabeth Allen

Executive Assistant, President and Board of Trustees; Kenosha; Effective: June 17, 2025

Date

August 21, 2025

Personnel Report

Terry Nelson  
Custodian; Racine; Effective: June 27, 2025

### **Separation(s)**

Deisha Ortiz  
Student Express Associate; Racine; Effective: June 11, 2025

Benjamin Briones  
Instructor, Adult Basic Education; Kenosha; Effective: June 30, 2025

Saja Albuarabi  
Instructor, Adult Basic Education; Racine; Effective: June 30, 2025

Juancarlos Castro  
Instructor, Adult Basic Education; Racine; Effective: June 30, 2025

Jeanie Cook  
Instructor, Adult Basic Education; Racine; Effective: June 30, 2025

Anandhi Krishnan  
Controller; Kenosha; Effective: June 30, 2025

Sabrina Miner  
Grants Specialist; Kenosha; Effective: June 13, 2025

Elaine Asma  
Instructor, Adult Basic Education/English Language Learner; Kenosha; Effective: June 18, 2025

Amber Huber  
Instructor, Adult Basic Education (WIG); Elkhorn; Effective: June 30, 2025

Joi Jude  
Instructor, Adult Basic Education (WIG); Kenosha; Effective: June 30, 2025

Ritu Raju  
President/CEO; Kenosha; Effective: June 30, 2025

Brandy Harper  
Instructor, Nursing Assistant; Kenosha; Effective: June 27, 2025

# GATEWAY TECHNICAL COLLEGE DISTRICT BOARD

Roll Call	_____
Action	_____X_____
Information	_____
Discussion	_____

## PERSONNEL REPORT

Summary of Item: Monthly Personnel Activity Report

- Employment Approvals: New Hire(s)
- Promotion(s)
- Transfer(s)
- Reclassification(s)
- Retirement(s)
- Separation(s)

Ends Statements and/or Executive Limitations:

Section 3: Executive Limitations

Policy 3.3 – Employment, Compensation & Benefits

Staff Liaison: Jacqueline Morris

Date

August 21, 2025  
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Personnel Report

# Personnel Report

August 2025

## **Employment Approvals: New Hires**

Deangelo Hudson

Custodian; Facilities Maintenance; Racine; Annual Salary: \$41,600 Effective: July 1, 2025

Morgan Phillips

Interim President/CEO; Presidents Office; Kenosha; Annual Salary: \$240,000 Effective: July 1, 2025

Alexis Burkholder

Student Express Associate; Student Services; Racine; Annual Salary: \$44,720 Effective: July 21, 2025

## **Promotion(s)**

Theresa Phrakousonh

Admin Assistant to CFO/VP of Finance & Admin/Risk Management Coordinator; Business Office; Kenosha; Annual Salary: \$68,640 Effective: July 1, 2025

## **Retirement(s)**

Alan Jelinek

Payroll Manager; Kenosha; Effective: July 11, 2025

## **Separation(s)**

Christopher Neff

Title III Project Manager; Kenosha; Effective: July 3, 2025

Shayna Griffin

Instructor, Nursing Assistant; Kenosha; Effective: July 10, 2025

Samantha Ingo

Protective Services High School Academy Program Coordinator; Elkhorn; Effective: July 21, 2025

## GATEWAY TECHNICAL COLLEGE DISTRICT BOARD

Roll Call	_____
Action	<u>  X  </u>
Information	_____
Discussion	_____

### CONTRACTS FOR INSTRUCTIONAL DELIVERY

Summary of Items:      **1. 38.14 Contract reports for August 2025**  
lists all contracts for service completed or  
in progress 2025/2026 fiscal year.

Ends Statements and/or Executive Limitations:  
Policy 4.4 College Strategic Directions/Ends Statements #1 and #3

Staff Liaison:              Mark Kappes

# BWS CFS Board Report FY26



Estimated Revenue" YTD: \$626,660.50

	Contract #	Sponsor Name	Course Numbers	Grant Type / No.	CFS Date	Estimated CFS Revenue
1	0001	Racine Youthful Offenders Correctional Facility (RYOCF)	804-370-1ZBA		03/11/25	\$9,876.00
2	0002	Avidity Science	420-434-1ZBA, 420-434-1ZBB; 900-003-1M1AV	184	02/14/25	\$1,075.00
3	0003	Racine Youthful Offenders Correctional Facility (RYOCF)	620-108-1ZBR, 612-102-1ZBR, 628-109-1ZBR, 664-110-1ZBR, 664-103-1ZBR, 664-105-1ZBR		03/19/25	\$69,875.00
4	0004	Avidity Science	103-845-1ZBD, 900-019-1ZBD; 900-003-1M1AG	184	04/09/25	\$464.00
5	0005	Robert E. Ellsworth Correctional Center (REECC)	444-331-1CBE, 444-337-1CBE, 444-339-1CBE, 444-316-1CBE, 804-370-1CBE, 103-804-1CBE		04/10/25	\$73,478.00
6	0007	Racine Correctional Institution (RCI)	804-370-1ZBR, 444-337-1ZBR, 444-339-1ZBR, 444-331-1ZBR		04/15/25	\$55,578.00
7	0008	Racine Correctional Institution (RCI)	449-403-2ZBR, 444-406-2ZBR, 444-316-2ZBR		04/15/25	\$23,244.00
8	0009	Radius Packaging	900-019-1ZBR		04/23/25	\$5,937.60
9	0010	Zebra Technologies	861-712-1ZBA, 861-713-1ZBA		05/02/25	\$13,619.20
10	0011	Royal Basket Trucks	861-724-1ZBA, 861-723-1ZBA; 900-003-1M1RB	187	05/02/25	\$3,898.00
11	0012	Soaris	196-422-1ZBA; 900-003-1M1SR	189	05/05/25	\$538.00
12	0013	Uline, Inc.	103-841-1ZBA, 103-839-1ZBA, 103-406-1ZBA, 103-406-1ZBB, 900-019-1ZBB		05/07/25	\$6,099.20
13	0014	WRTP / Big Step	607-104-1CBA		05/13/25	\$8,835.00
14	0015	Avidity Science	103-845-1ZBA, 103-833-1ZBA, 103-833-1ZBB, 103-833-1ZBC, 103-834-1ZBA, 103-834-1ZBB; 900-003-1M1A2	184	05/22/25	\$2,598.00
15	0016	Racine Youthful Offenders Correctional Facility (RYOCF)	442-321-1ZBR, 442-324-1ZBR, 442-332-1ZBR		05/22/25	\$42,940.00
16	0017	Robert E. Ellsworth Correctional Center (REECC)	804-370-1ZBE		05/23/25	\$12,516.00
17	0018	SE WI Workforce Development Board	444-339-1CBK, 444-337-1CBK, 444-331-1CBK, 804-370-1CBK, 103-804-1CBK		05/28/25	\$59,316.00
18	0019	SE WI Workforce Development Board	444-316-2CBK, 449-403-2CBK, 444-406-2CBK		05/28/25	\$20,052.00
19	0020	InSinkErator (Whirlpool)	620-435-1ZBA, 620-435-1ZBB		05/30/25	\$15,220.00
20	0021	KABA	196-848-1ZBK		05/30/25	\$1,692.00
21	0022	KABA	196-849-2ZBK, 196-850-2ZBK		05/30/25	\$3,384.00
22	0023	Scot Forge	420-475-1EBS, 420-448-1EBS, 420-482-1EBS, 420-483-1EBS, 444-453-1EBS		06/03/25	\$36,800.40
23	0024	Abbvie, Inc.	620-427-1ZBA		06/04/25	\$1,901.00
24	0025	Triple Crown Products	196-442-1ZBA		06/11/25	\$1,271.00
25	0026	Strohwig Industries	420-445-1ZBA		06/13/25	\$2,455.00
26	0027	Avidity Science	420-449-1ZBA, 420-449-1ZBB, 420-449-1ZBC, 900-019-1ZBP, 196-418-1ZBA, 196-418-1ZBB, 196-418-1ZBC; 900-003-1M1AG	184	06/13/25	\$6,403.00
27	0028	Zebra Technologies Corp	861-712-1ZBZ		07/03/25	\$6,809.60
28	0029	Kenosha YMCA	605-453-1ZBA, 605-451-1ZBA, 620-436-1ZBA, 900-019-1ZBK & MOU		07/03/25	\$2,256.00
29	0030	WRTP / Big Step	607-104-2CBW		07/08/25	\$8,835.00
30	0031	O&H Danish Bakery	620-440-1CBA, 620-440-1CBB		07/10/25	\$13,920.00
31	0032	City of Racine	802-401-1ZBA, 802-401-1ZBB		07/15/25	\$2,910.00
32	0033	Caterpillar Global Mining	420-448-1CBA		07/17/25	\$7,493.00



	Contract #	Sponsor Name	Course Numbers	Grant Type / No.	CFS Date	Estimated CFS Revenue
33	0034	Soaris	196-422-1ZBB, 196-422-1ZBC, 196-424-1ZBA, 196-423-1ZBA, 620-404-1ZBA; 900-003-1M1SG	189	07/17/25	\$5,914.00
34	0035	Abbvie, Inc.	620-428-1ZBA		07/21/25	\$4,752.50
35	0037	Robert E. Ellsworth Correctional Center (REECC)	804-370-2ZBE		07/23/25	\$9,480.00
36	0038	Racine Youthful Offenders Correctional Facility (RYOCF)	804-370-2ZBA		07/23/25	\$9,480.00
37	0039	Racine Youthful Offenders Correctional Facility (RYOCF)	620-108-2ZBR, 612-102-2ZBR, 628-109-2ZBR, 664-110-2ZBR, 664-103-2ZBR, 664-105-2ZBR, 664-118-2ZBR		07/24/25	\$75,745.00

## GATEWAY TECHNICAL COLLEGE DISTRICT BOARD

Roll Call	_____
Action	<u>  X  </u>
Information	_____
Discussion	_____

### CONTRACTS FOR INSTRUCTIONAL DELIVERY

Summary of Items:     **WI Statutes 38.14**  
                          **Contract Reports for July 2025**  
                          Lists all Protective Services contracts for service completed  
                          or in progress ending FY2025-26.

Ends Policy 4.1: Statement #2

Staff Liaison:           Robin Rupp

# Protective Services CFS Board Report FY26



Estimated Revenue YTD: \$234,750.00

Contract #	Sponsor Name	Course Numbers	Grant Type / No.	CFS Date / Date Req.	Estimated CFS Revenue
2000	Racine Police Department	504-415-1K1A		05/08/25	\$2,400.00
2001	Kenosha County Sheriff's Office	504-415-1K1B		05/08/25	\$1,600.00
2002	Racine County Sheriff's Office	504-415-1K1C		05/08/25	\$1,200.00
2003	Town of Delavan Police Department	504-415-1K1D		05/08/25	\$400.00
2004	Allied Universal   SC Johnson	504-412-1R1A		06/03/25	\$1,350.00
2005	RCI	2025 Summer		06/11/25	\$5,000.00
2006	RYOC	2025 Summer		07/28/25	\$5,000.00
2007	WI DOJ LESB	50-2025 Summer		07/29/25	\$108,900.00
2008	WI DOJ LESB	50-2025 Fall		07/29/25	\$108,900.00

## GATEWAY TECHNICAL COLLEGE DISTRICT BOARD

Roll Call	_____
Action	<u>  X  </u>
Information	_____
Discussion	_____

### CONTRACTS FOR INSTRUCTIONAL DELIVERY

Summary of Items:     **WI Statutes 38.14**  
                              **Contract Reports for August 2025**  
                              Lists all High School contracts for service completed or in  
                              progress during FY2025-2026.

Ends Policy 4.1: Statement #5

Staff Liaison:           Katie Graf

2025-2026 Contract Log Numbers Dual Credit CFS HS

Revenue Generating Contract Estimate:		\$1,434,400.00								
Transcripted Credit Contract Estimate:		\$258,000.00								
Total High School Contract Estimate:		\$1,692,400.00								
Contract #	2026-	School District	Section	Term	Contract Estimate	Invoiced Amount	Multi-Recipient Contract Participating Schools	Course Type	Academy/Grant	Notes
1001		Mukwonago High School	543-300-1ZGE, 543-300-1ZGJ, 543-300-1ZGF, 543-300-1ZGK	2025SU	\$18,000.00			HS		
1002		RUSD	543-300-1RGA, 543-300-1RGC, 543-300-1RGB, 543-300-1RGD	2025SU	\$14,000.00			HS		
1003		Union Grove High School	543-300-1KGA, 543-300-1KGE	2025SU	\$7,000.00			HS		
1004		KUSD	543-300-1KGC, 543-300-1KGD	2025SU	\$7,000.00			HS		
1005		Whitnall High School	543-300-1ZGW, 543-300-1ZGX, 543-300-1ZGU, 543-300-1ZGU	2025SU	\$18,000.00			HS		
1006		Elmbrook School District	543-300-1ZGS, 543-300-1ZGT	2025SU	\$8,000.00		Brookfield East, Brookfield West	HS		
1007		Oak Creek High School	543-300-1ZGM	2025SU	\$5,500.00			HS		
1008		Elkhorn Area High School	543-300-1EGA	2025SU	\$3,500.00			HS		
1009		Career and College Academy	502-324-2EGA, 502-301-2EGA	2025FA	\$5,000.00			HS		
1010		Career and College Academy	502-312-3EGA, 502-349-3EGA	2026SP	\$5,000.00			HS		
1011		Career and College Academy	442-321-1EGA	2025SU	\$9,400.00			HS		
1012		Waterford Union High School	442-321-2ZGA, 442-332-2ZGA, 442-322-2ZGA, 442-330-2ZGA, 457-309-2ZGA, 457-336-2ZGA	2025FA	\$26,000.00			HS		
1013		Waterford Union High School	442-323-3ZGA, 442-333-3ZGA, 442-334-3ZGA, 442-324-3ZGA	2026SP	\$23,000.00			HS		
1014		Burlington High School	442-321-2ZGB, 442-322-2ZGB, 457-309-2ZGB	2025FA	\$23,000.00			HS		
1015		Burlington High School	442-323-3ZGB, 442-334-3ZGB, 442-324-3ZGB	2026SP	\$23,000.00			HS		
1016		Ktech High School	834-109-2ZGA, 834-109-2ZGB, 804-134-2ZGA	2025FA	\$15,000.00			HS		
1017		Ktech High School	834-109-3ZGA, 801-136-3WGA, 809-198-3WGA	2026SP	\$500.00			HS		

2025-2026 Contract Log Numbers Dual Credit CFS HS

1018	REAL School RUSD	890-155-1CGF, 890-155-1CGE, 890-155-1CGD, 890-155-1CGC, 890-155-1CGB, 890-155-1CGA	2025SU	\$15,500.00			HS		
1019	Career and College Academy	890-155-1EGA, 890-155-1EGB, 809-172-1EGA, 809-201-1EGA	2025SU	\$22,500.00			HS		
1020	Whitnall High School	543-300-2ZGU, 543-300-2ZGV, 543-300-2ZGW	2025FA	\$13,500.00			HS		
1021	Whitnall High School	543-300-3ZGU, 543-300-3ZGV	2026SP	\$8,000.00			HS		
1022	Multi-Recipient	501-101-2WCA	2025FA	\$7,500.00			VAN		
1023	Badger High School	501-101-2WCB	2025FA	\$7,500.00			VAN		
1024	Multi-Recipient	533-126-2WCA	2025FA	\$5,000.00			VAN		
1025	Multi-Recipient	533-126-2WCB, 533-126-2WCC	2025FA	\$10,000.00			VAN		
1026	Multi-Recipient	533-126-2WCD	2025FA	\$5,000.00			VAN		
1027	Big Foot High School	533-126-2WCE	2025FA	\$5,000.00			VAN		
1028	Multi-Recipient	533-126-2WCF	2025FA	\$5,000.00			VAN		
1029	Burlington High School	533-128-2WCA	2025FA	\$5,000.00			VAN		
1030	Multi-Recipient	533-128-2WCB	2025FA	\$5,000.00			VAN		
1031	Union Grove High School	809-196-2WCA, 809-172-2WCA	2025FA	\$15,000.00			VAN		
1032	REAL School RUSD	664-100-2CGB, 664-110-2CGB, 444-337-2CGA, 605-113-3CGA, 607-170-2CGA, 607-141-2CGA, 664-110-2CGC, 664-100-2CGC, 444-339-2CGA, 605-130-2CGB, 605-113-2CGB, 607-170-2CGB, 607-141-2CGB	2025FA	\$105,000.00			HS		
1033	REAL School RUSD	664-105-2CGC, 664-120-3CGC, 444-331-3GA, 605-130-3CGA, 606-128-3CGA, 614-150-3CGA, 607-104-3CGA, 664-120-3CGB, 664-105-3CGB,444-336 -3CGA, 605-130-3CGB, 606-128-3CGB, 614-150-3CGB, 607-104-3CGB	2026SP	\$199,000.00			HS		
1034	RUSD	504-900-2ZGA, 504-00-2ZGB	2025FA	\$15,000.00			HS		
1035	RUSD	504-902-3ZGA, 504-902-3ZGB	2026SP	\$15,000.00			HS		

2025-2026 Contract Log Numbers Dual Credit CFS HS

1036	Lakeview Technology Academy	152-084-2LGA, 152-097-2LGA, 152-101-2LGA, 152-164-2LGA, 152-080-2LGA, 152-081-2LGA	2025FA	\$40,000.00			HS		
1037	Lakeview Technology Academy	444-337-2LGA, 444-337-2LGB, 444-316-2LGA, 444-339-2LGA, 444-339-2LGB, 628-115-25LGA, 628-115-2LGB, 620-108-2LGA	2025FA	\$38,000.00			HS		
1038	Lakeview Technology Academy	152-186-3LGA, 152-102-3LGA, 152-126-3LGA, 152-157-3LGA, 152-103-3LGA, 152-106-3LGA	2026SP	\$30,000.00			HS		
1039	Lakeview Technology Academy	444-331-3LGA, 444-331-3LGB, 612-102-3LGA, 612-102-3LGB, 628-109-3LGA, 628-109-3LGB, 628-109-3LGC, 612-102-3LGC	2026SP	\$45,000.00			HS		
1040	Multi-Recipient	442-330-2EGA, 442-332-2EGA	2025FA	\$1,500.00	Westosha Central, Elkhorn Area High School, CCA		HS	Advanced Welding	
1041	Multi-Recipient	442-330-2EGB, 442-332-2EGB	2025FA	\$1,500.00		Elkhorn Area High School, CCA	HS	Advanced Welding	
1042	Multi-Recipient	442-332-2RGA, 442-330-2RGA	2025FA	\$1,500.00		Burlington, Union Grove	HS	Advanced Welding	
1043	Multi-Recipient	442-333-3EGA, 457-336-3EGA	2026SP	\$1,500.00	Westosha Central, Elkhorn Area High School, CCA		HS	Advanced Welding	
1044	Multi-Recipient	442-333-3EGB, 457-336-3EGB	2026SP	\$1,500.00		Elkhorn Area High School, CCA	HS	Advanced Welding	
1045	Multi-Recipient	442-333-3RGA, 457-336-3RGA	2026SP	\$1,500.00		Burlington, Union Grove	HS	Advanced Welding	
1046	Multi-Recipient	444-331-2EGA, 444-337-2EGA	2025FA	\$12,000.00		CCA, Waterford, Elkhorn	HS	CNC	
1047	Multi-Recipient	444-339-3EGA, 444-316-3EGA	2026SP	\$12,000.00		CCA, Waterford, Elkhorn	HS	CNC	
1048	Multi-Recipient	402-136-2HGA	2025FA	\$7,000.00		Waterford, Union Grove, Saint Catherine's, Badger, Whitnall	HS	Aviation	
1049	Multi-Recipient	402-129-3HGA	2026SP	\$7,000.00		Waterford, Union Grove, Saint Catherine's, Badger, Whitnall	HS	Aviation	
1050	Multi-Recipient	504-900-2WGA, 504-903-2WGA	2025FA	\$12,000.00		Burlington, Elkhorn, KTEC, Racine Lutheran, Saint Catherine's, Union Grove, Waterford, Westosha Central, Whitewater	HS	Criminal Justice	
1051	Multi-Recipient	504-174-3WGA, 504-905-3WGA	2026SP	\$12,000.00		Burlington, Elkhorn, KTEC, Racine Lutheran, Saint Catherine's, Union Grove, Waterford, Westosha Central, Whitewater	HS	Criminal Justice	
1052	Multi-Recipient	503-302-2ZGA, 503-307-2ZGA	2025FA	\$7,500.00		Case, KTEC, St. Catherine's, Union Grove, Walden III, Park, Horlick	HS	Fire/EMS	
1053	Multi-Recipient	531-312-2BGA, 531-313-2BGA	2025FA	\$7,500.00		Muskego, Union Grove, Waterford, Westosha, Whitewater, Wilmot	HS	Fire/EMS	
1054	Multi-Recipient	531-312-3ZGA, 531-313-3ZGA	2026SP	\$7,500.00		Case, KTEC, St. Catherine's, Union Grove, Walden III, Park, Horlick	HS	Fire/EMS	

## 2025-2026 Contract Log Numbers Dual Credit CFS HS

1055	Multi-Recipient	503-302-3BGA, 503-307-3BGA	2026SP	\$7,500.00		Muskego, Union Grove, Waterford, Westosha, Whitewater, Wilmot	HS	Fire/EMS	
1056	Multi-Recipient	601-110-2EGA, 601-116-2EGA, 601-304-2EGA	2025FA	\$12,000.00		Delavan-Darien High School, DDTECH, Elkhorn, St. Cat's, CCA, Union Grove, Waterford, Westosha Central, Whitewater, Palmyra	HS	HVAC	
1057	Multi-Recipient	601-121-3EGA, 601-133-3EGA, 601-128-3EGA	2026SP	\$12,000.00		Delavan-Darien High School, DDTECH, Elkhorn, St. Cat's, CCA, Union Grove, Waterford, Westosha Central, Whitewater, Palmyra	HS	HVAC	
1058	Multi-Recipient	412-106-2HGA, 412-111-2HGA	2025FA	\$6,000.00		KTEC, Palmyra-Eagle, Waterford, Westosha Central	HS	Heavy Duty Diesel	
1059	Multi-Recipient	412-107-3HGA, 412-117-3HGA	2026SP	\$6,000.00		KTEC, Palmyra-Eagle, Waterford, Westosha Central	HS	Heavy Duty Diesel	
1060	Career and College Academy	831-103-2EGA, 809-196-2EGA, 809-201-2EGA, 809-198-2EGA, 806-134-2EGA, 809-159-2EGA, 831-103-2EGB	2025FA	\$65,000.00			HS		
1061	Multi-Recipient	801-198-2EGA, 809-188-2EGA	2025FA	\$20,000.00		Elkhorn, Big Foot, DDHS, DDTECH, Waterford, East Troy	HS	Liberal Arts and Science	
1062	Multi-Recipient	801-198-2WGA, 809-188-2WGA	2025FA	\$20,000.00		Elkhorn, KTEC, St. Cat's, Union Grove, Waterford, Williams bay	HS	Liberal Arts and Science	
1063	Multi-Recipient	809-172-3EGA, 809-196-3EGA	2026SP	\$20,000.00		Elkhorn, Big Foot, DDHS, DDTECH, Waterford, East Troy	HS	Liberal Arts and Science	
1064	Multi-Recipient	809-172-3WGA, 809-196-3WGA	2026SP	\$20,000.00		Elkhorn, KTEC, St. Cat's, Union Grove, Waterford, Williams bay	HS	Liberal Arts and Science	
1065	Multi-Recipient	806-177-2EGA	2025FA	\$7,000.00		DDHS, DDTECH, East Troy, Elkhorn, Waterford, Westosha Central, Burlington, Whitewater	HS	Nursing	
1066	Multi-Recipient	806-177-2RGA	2025FA	\$7,000.00		Racine Lutheran, Saint Cat's, Union Grove	HS	Nursing	
1067	Multi-Recipient	543-102-3EGA, 543-102-3EGB, 806-179-3EGA	2026SP	\$15,000.00		DDHS, DDTECH, East Troy, Elkhorn, Waterford, Westosha Central, Burlington, Whitewater	HS	Nursing	
1068	Multi-Recipient	543-102-3RGA, 806-179-3RGA	2026SP	\$15,000.00		Racine Lutheran, Saint Cat's, Union Grove	HS	Nursing	
1069	Multi-Recipient	806-177-2EGA	2025FA	\$7,000.00		DDHS, DDTECH, East Troy, Elkhorn, Waterford, Westosha Central, Burlington, Whitewater	HS	Pre-Health Professions	
1070	Multi-Recipient	806-177-2RGA	2025FA	\$7,000.00		Racine Lutheran, Saint Cat's, Union Grove	HS	Pre-Health Professions	
1071	Multi-Recipient	806-179-3EGA	2026SP	\$7,000.00		DDHS, DDTECH, East Troy, Elkhorn, Waterford, Westosha Central, Burlington, Whitewater	HS	Pre-Health Professions	
1072	Multi-Recipient	806-179-3RGA	2026SP	\$7,000.00		Racine Lutheran, Saint Cat's, Union Grove	HS	Pre-Health Professions	
1073	Multi-Recipient	442-322-2RGA, 442-321-2RGA	2025FA	\$14,000.00		Racine Lutheran, Saint Catherine's, Union Grove, Burlington, Westosha Central, Walden	HS	Welding	
1074	Multi-Recipient	442-334-3RGA, 442-323-3RGA	2026SP	\$14,000.00		Racine Lutheran, Saint Catherine's, Union Grove, Burlington, Westosha Central, Walden	HS	Welding	
1075	Multi-Recipient	442-322-3EGA, 442-321-2EGA, 442-324-2EGA	2025FA	\$21,000.00		CCA, DDHS, DDTECH, Elkhorn, Palmyra-Eagle, Westosha Central, Whitewater, Wilmot	HS	Welding	



2025-2026 Contract Log Numbers Dual Credit CFS HS

1076	Multi-Recipient	442-323-3EGA, 457-309-3EGA, 442-334-3EGA	2026SP	\$21,000.00	CCA, DDHS, DDTECH, Elkhorn, Palmyra-Eagle, Westosha Central, Whitewater, Wilmot	HS	Welding	
1077	Multi-Recipient	442-322-2EGB, 442-321-2EGB, 442-324-2EGB	2025FA	\$21,000.00	CCA, DDHS, DDTECH, Elkhorn, Palmyra-Eagle, Westosha Central, Whitewater	HS	Welding	
1078	Multi-Recipient	442-323-3EGB, 457-309-3EGB, 442-334-3EGB	2026SP	\$21,000.00	CCA, DDHS, DDTECH, Elkhorn, Palmyra-Eagle, Westosha Central, Whitewater	HS	Welding	
1079	Multi-Recipient	442-324-2RGA	2025FA	\$7,000.00	Racine Lutheran, Saint Catherine's, Union Grove, Burlington, Westosha Central, Walden	HS	Welding	
1080	Multi-Recipient	457-309-3RGA	2026SP	\$7,000.00	Racine Lutheran, Saint Catherine's, Union Grove, Burlington, Westosha Central, Walden	HS	Welding	
1081	Big Foot High School	Transcripted Credit	2025FA	\$20,000.00		TCCF		
1082	Big Foot High School	Transcripted Credit	2025FA	\$12,000.00		TCCF		Year Long
1083	Career and College Academy	Transcripted Credit	2025FA	\$8,000.00		TCCF		Year Long
1084	Christian Life High School	Transcripted Credit	2025SU	\$10,000.00		TCCF		
1085	Christian Life High School	Transcripted Credit	2025SU	\$15,000.00		TCCF		Year Long
1086	Christian Life High School	Transcripted Credit	2026SP	\$10,000.00		TCCF		
1087	Wilmot High School	543-300-2KGF	2025FA	\$3,500.00		HS		
1088	Oak Creek High School	543-300-2ZGM, 543-300-2ZGP	2025FA	\$15,000.00		HS		
1089	Elmbrook School District	543-300-2ZGG, 543-300-2ZGQ, 543-300-2ZGS, 543-300-2ZGT	2025FA	\$18,000.00		HS		
1090	Muskego High School	543-300-2ZGA, 543-300-2ZGO	2025FA	\$15,000.00		HS		
1091	East Troy High School	543-300-2ZGC	2025FA	\$3,500.00		HS		
1092	St. Catherine's High School	543-300-2RG1	2025FA	\$3,500.00		HS		
1093	Burlington High School	543-300-2ZGH	2025FA	\$3,500.00		HS		
1094	Waterford Union High School	543-300-2ZGI	2025FA	\$3,500.00		HS		
1095	Whitewater High School	543-300-2ZGR	2025FA	\$3,500.00		HS		
1096	South Milwaukee High School	543-300-2ZGD, 543-300-2ZGL	2025FA	\$7,000.00		HS		
1097	Christian Life High School	543-300-2KGF	2025FA	\$3,500.00		HS		
1098	Big Foot High School	543-300-2ZGN	2025FA	\$3,500.00		HS		
1099	Ktech High School	809-198-2WGA, 809-198-2WGB	2025FA	\$500.00		HS		
1100	Westosha Central High School	Transcripted Credit	2025SU	\$9,000.00		HS		
1101	Badger High School	501-101-3WCA	2026SP	\$5,000.00		VAN		
1102	Union Grove High School	809-172-3WCA, 809-196-3WCA	2026SP	\$1,000.00		VAN		
1103	Multi-Recipient	533-127-3WCA	2026SP	\$3,500.00		VAN		Badger, Big Foot, Westosha Central
1104	Multi-Recipient	533-127-3WCB, 533-127-3WCB	2026SP	\$7,000.00		VAN		Big Foot, Burlington
1105	Multi-Recipient	533-127-3WCD	2026SP	\$3,500.00		VAN		Big Foot, Burlington, Elkhorn, Whitewater
1106	Big Foot High School	533-127-3ECE	2026SP	\$3,500.00		VAN		
1107	Multi-Recipient	533-127-3WCF	2026SP	\$3,500.00		VAN		Big Foot, Elkhorn

2025-2026 Contract Log Numbers Dual Credit CFS HS

1108	Burlington High School	533-129-3WCA	2026SP	\$3,500.00			VAN		
1109	Multi-Recipient	533-129-3WCB	2026SP	\$3,500.00			VAN		Badger, Elkhorn, Westosha Central, Whitewater
<del>1110</del>	<del>Brookfield Central High School</del>	<del>900-003-1HBRG</del>	<del>2025SU</del>	<del>\$0.00</del>			HS		
1111	Elmbrook School District	900-003-1HELM	2025SU	\$50.00			HS		
1112	Career and College Academy	900-003-1HAHS	2025SU	\$50.00			HS		
1113	Elkhorn Area High School	900-003-1HELK	2025SU	\$50.00			HS		
1114	KUSD	900-003-1HKUS	2025SU	\$50.00			HS		
1115	Muskego High School	900-003-1HMUK	2025SU	\$50.00			HS		
1116	Oak Creek High School	900-003-1HOCs	2025SU	\$50.00			HS		
1117	RUSD	900-003-1HRUS	2025SU	\$50.00			HS		
1118	REAL School RUSD	900-003-1HREA	2025SU	\$50.00			HS		
1119	Union Grove High School	900-003-1HUNI	2025SU	\$50.00			HS		
1120	Whitnall High School	900-003-1HWHN	2025SU	\$50.00			HS		
1121	St. Catherine's High School	Transcripted Credit	2025SU	\$20,000.00			TCCF		
1122	Verona High School	Transcripted Credit	2025FA	\$4,000.00			TCCF		
1123	Verona High School	Transcripted Credit	2026SP	\$4,000.00			TCCF		
1124	St. Catherine's High School	Transcripted Credit	2026SP	\$20,000.00			TCCF		
1125	Westosha Central High School	Transcripted Credit	2025FA	\$45,000.00			TCCF		
1126	Westosha Central High School	Transcripted Credit	2025FA	\$90,000.00			TCCF		Year Long
	Contract Revenue-HS & VAN			\$1,434,400.00					
	Contract Revenue-TCCF			\$258,000.00					
	<b>Total Contracts 126</b>			<b>\$1,692,400.00</b>					

**GATEWAY TECHNICAL COLLEGE DISTRICT BOARD**

Roll Call	_____
Action	<u>  x  </u>
Information	_____
Discussion	_____

**ADVISORY COMMITTEE ACTIVITY REPORT**

Summary of Item:   Approval of:  
                    ➤ New Members as of August 1, 2025

Staff Liaison:       Matt Janisin

**GATEWAY TECHNICAL COLLEGE  
ADVISORY COMMITTEES -- NEW MEMBERS  
As of August 1, 2025**

PROGRAM			
Name	Job Title	Employer	County Represented
<b>Accounting &amp; Accounting Assistant</b>			
Emillie Valdez	Accountant	Tirabassi, Felland, and Clark, LLC	Kenosha
<b>Administrative Professional &amp; Office Assistant</b>			
Susan Weiger	Adjunct Instructor	Gateway Technical College	Racine

**August 2025 GRANT AWARDS**

**GATEWAY TECHNICAL COLLEGE DISTRICT BOARD**

Roll Call ☐  
Action ☒  
Information ☐  
Discussion ☐

**GRANT AWARDS**

Summary of Item: The college has received 20 new grant awards.

Attachments: Grant Awards – August 2025

College Strategic Directions  
and/or Executive Limitations: Wisconsin Statutes 38.14(4)  
Section 3 - Executive Limitations  
Policy 3.5 - Financial Condition  
College Strategic Direction #1

Staff Liaison: Anne Whynott

### August 2025 GRANT AWARDS

Project Number	Title	Purpose	Grant Period	Students Served	Funding Source	Total Budget	Grant Award	Matching Funds
016	Adult Basic Education Comprehensive Services	Funds will support instruction to adults who have not completed high school and/or are not proficient in English.	7/1/25 – 6/30/26	1,500	WTCS – U.S. Dept of Education – AEFLA	\$901,310	\$556,170	\$345,140
017	Adult Education English Language Learning	Through this project, Gateway will expand its ELL program by offering 24 course sections (12 each semester).	7/1/25 – 6/30/26	576	WTCS – U.S. Dept of Education – AEFLA	\$233,143	\$233,143	\$0
019	Youth Apprenticeship	The Gateway District Youth Apprenticeship Consortium between Gateway and area high schools is designed to give high school students academic and occupational skills leading to both a high school diploma and a State Skill Certificate in a specific industry.	7/1/25-6/30/26	198	Wisconsin Department of Workforce Development	\$326,700	\$217,800	\$108,900
072	IET Expansion	Students enrolled in Adult Basic Education (ABE) and English Language Learner (ELL) classes will have the opportunity to earn their Welding/Maintenance and Fabrication Technical Diploma along with workforce skill development.	7/1/25 -6/30/26	20	WTCS – U.S. Dept of Education - AEFLA	\$200,000	\$200,000	\$0

### August 2025 GRANT AWARDS

Project Number	Title	Purpose	Grant Period	Students Served	Funding Source	Total Budget	Grant Award	Matching Funds
075	Core Industries – Fire Science	Expand access to the Fire Science program through new online delivery. Update program equipment. Increase pass rates on certification exam.	7/1/25 – 6/30/26	48	State of WI GPR	\$337,527	\$337,527	\$0
076	Core Industries – EMT Paramedic	Expand the EMT Paramedic program with an additional cohort of 18 students per year. Purchase virtual reality technology.	7/1/25 – 6/30/26	18	State of WI GPR	\$150,000	\$150,000	\$0
077	Developing Markets – Dental Hygiene	Continue program development by hiring the Program Director, equipping the lab, and working toward accreditation.	7/1/25 – 6/30/27	0	State of WI GPR	\$200,000	\$200,000	\$0
079	Completion	Provide support services to reduce persistent disparities in course success, retention and completion rates for male students from economically disadvantaged backgrounds.	7/1/25 – 6/30/26	275	State of WI GPR	\$300,000	\$225,000	\$75,000

### August 2025 GRANT AWARDS

Project Number	Title	Purpose	Grant Period	Students Served	Funding Source	Total Budget	Grant Award	Matching Funds
080	Strengthening Programs	This grant provides academic support services to students who may be struggling with challenging programs and courses. Services include success coaching, embedded tutoring and facilitated study groups.	7/1/25 – 6/30/26	200	WTCS – U.S. Dept of Education - Perkins	\$184,525	\$184,525	\$0
081	Career Prep	This grant will assist regional students to seamlessly transition to Gateway by developing and maintaining high school partnerships and articulation agreements, expanding dual credit and career pathways programs.	7/1/25 – 6/30/26	N/A	WTCS – U.S. Dept of Education - Perkins	\$59,854	\$59,854	\$0
083	Student Success	The project provides at-risk students with support services aimed at increasing course completion, credential attainment, and job placement. .	7/1/25 – 6/30/26	2,000	WTCS – U.S. Dept of Education - Perkins	\$1,126,005	\$691,968	\$434,307



### August 2025 GRANT AWARDS

Project Number	Title	Purpose	Grant Period	Students Served	Funding Source	Total Budget	Grant Award	Matching Funds
084	Targeting Attainment Gaps in CTE	This project aims to increase success among underrepresented student populations, including minority, economically disadvantaged, single-parent, and disabled students, by analyzing data, gathering student voice, and building the college's capacity to serve these student populations.	7/1/25 – 6/30/26	N/A	WTCS – U.S. Dept of Education - Perkins	\$67,137	\$67,137	\$0
085	Nontraditional Occupations	This project will implement strategies that enhance student retention and completion in programs that are designated as Nontraditional Occupations (less than 25% of one gender).	7/1/25 – 6/30/26	75	WTCS – U.S. Dept of Education - Perkins	\$46,131	\$46,131	\$0
119	Professional Growth	This grant supports professional development for Gateway's 900 faculty and staff to meet the demands of changing technology and college programming.	7/1/25 – 6/30/26	N/A	State of WI GPR	\$96,378	\$64,252	\$32,126

### August 2025 GRANT AWARDS

Project Number	Title	Purpose	Grant Period	Students Served	Funding Source	Total Budget	Grant Award	Matching Funds
158	TRIO Student Support Services-Disabilities	This grant supports the academic success, retention and graduation rates of students with academic need who are disabled, and low-income and/or first-generation.	9/1/25 – 8/31/26	100	U.S. Dept of Education	\$272,364	\$272,364	\$0
190	Kerry Ingredients – WATG	This grant will provide leadership development and maintenance skills training to employees of Kerry Ingredients, located in Sturtevant.	7/1/25 – 10/31/26	14	State of WI GPR	\$54,124	\$54,124	\$0
191	Puratos Chocolate USA – WATG	This grant will provide training in maintenance skills to employees of Puratos Chocolates, located in Kenosha.	7/1/25-10/31/26	8	State of WI GPR	\$66,952	\$66,952	\$0
192	Eaton Corporation – WATG	This grant will provide mentorship development, technical skills training, CNC skills assessment, and standardized onboarding to employees of Eaton Corporation, located in South Milwaukee.	7/1/25 – 10/31/26	61	State of WI GPR	\$94,173	\$94,173	\$0
193	SPX Flow – WATG	This grant will provide training in metrology, blueprint reading, gauging, and geometric dimensioning & tolerancing to employees of SPX Flow, located in Delavan.	7/1/25 – 10/31/26	122	State of WI GPR	\$56,103	\$56,103	\$0

### August 2025 GRANT AWARDS

Project Number	Title	Purpose	Grant Period	Students Served	Funding Source	Total Budget	Grant Award	Matching Funds
194	Parker Plastics – WATG	This grant will provide training in electrical, mechanical, hydraulics/pneumatics, leadership/mentoring, team building, and Excel to employees of Parker Plastics, located in Pleasant Prairie.	7/1/25 – 10/31/26	28	State of WI GPR	\$139,090	\$139,090	\$0

AEFLA = Adult Education and Family Literacy Act

WATG = Workforce Advancement Training Grant

GPR = General Purpose Revenue

## **GATEWAY TECHNICAL COLLEGE DISTRICT BOARD**

Roll Call	<u>    </u>
Action	<u>  X  </u>
Information	<u>    </u>
Discussion	<u>          </u>

### **STRATEGIC PLAN APPROVAL**

Summary of Item:	Approval of revisions to the college's strategic plan
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Attachments:	Elevate 2028 Strategic Plan
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College Strategic Directions and/or Executive Limitations:	Section 3 - Executive Limitations Policy 3.10 – Strategic Planning
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Staff Liaison:	Anne Whynott
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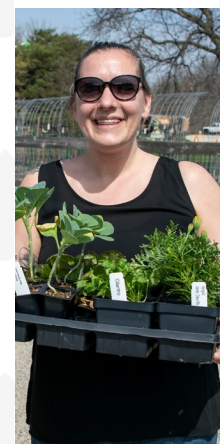
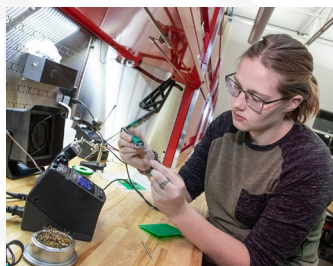
# STRATEGIC PLAN

Elevate 2028: Rise Above, Reach Beyond



COMMUNITY  
ENGAGEMENT

## STUDENT SUCCESS



## ORGANIZATIONAL EXCELLENCE





# STRATEGIC PLAN

## ELEVATE 2028

A message from the Executive Leadership Council:

We are proud to present you with Gateway Technical College's 2024-2028 strategic plan - Elevate 2028: Rise Above, Reach Beyond. This plan was drafted with input from our students, employees and community members to identify strategic areas of focus that will help Gateway continue to advance as a leader in cutting-edge technical education.

Gateway's mission is to deliver industry-focused education that is flexible, accessible and affordable for our diverse community. We aim to serve our students and community by helping individuals attain a transformational education that will help them reach their career and life goals. You will see that mission reflected throughout this plan.

Elevate 2028 has three main goals: Student Success, Community Engagement and Organizational Excellence. Each goal has two objectives that will help the college build upon its legacy of success and continue to make a lasting impact on the lives of our students and community members. In this publication, you will find detailed information about the strategies we will use to achieve each objective and how we will measure our success.

Through this plan, we aim to elevate not only Gateway, but also the communities we serve. We look forward to sharing this journey with you.

# GATEWAY'S STRATEGIC PLAN for 2024-2028

The strategic plan is guided by the college's commitment to carrying out its mission, vision and values as well as the Ends Policy established by the Board of Trustees. These statements serve to outline the purpose and principles that shape our future direction.

## Vision (What We Believe In)

We make life-changing educational opportunities a reality.

## Mission (The Way We Do This)

We deliver industry-focused education that is flexible accessible and affordable for our diverse community.

## We Value

- A diversity of individuals and perspectives
- A positive climate for working and learning
- Innovation and risk-taking
- Honest and ethical behavior
- Quality and excellence in education

## Ends Policy (As a Result)

The tri-county community benefits from affordable higher education that allows residents to develop knowledge and skills for family-supporting careers that contribute to the growth and sustainability of the local economy at a cost commensurate with the value of services provided.

## Plan Development

More than 450 community members, students and staff responded to a strategic priorities survey administered in fall of 2023. The most common words that respondents associated with Gateway were education, training, supportive, affordable, community and accessible, reaffirming that Gateway is achieving its mission. Respondents were given a list of potential strategies to be included in the plan and selected their top priorities. This stakeholder input along with an analysis of data and trends impacting the college, provided the foundation for development of the plan's goals and objectives.



Gateway has set an ambitious goal of increasing third-year completion for new program students to 60 percent by 2030. Elevate 2028 will move the college toward that goal by focusing on three key areas: student success, community engagement, and organizational excellence

## Goal 1: Student Success

Gateway will actively work to provide student experiences that support success from pre-enrollment through graduation.

**Objective 1A:** Increase the enrollment pipeline.

**Strategies:**

- Strengthen flexible learning options and support targeted to part-time adult learners.
- Increase the enrollment of students transitioning from Adult Basic Education/ English Language Learning to postsecondary programs.
- Increase the percentage of students enrolling directly from high school.

**Objective 1B:** Increase retention rates.

**Strategies:**

- Implement research-based best practices for removing institutional barriers to student success (Moon Shot for Social and Economic Mobility).
- Improve course success rates in high failure courses, particularly in high enrollment and online courses.
- Increase support for faculty development in implementing instructional best practices.

**Drivers of Excellence:** Attract & Develop Engaged Students; Deliver Program & Service Excellence; Create an Engaging and Supportive Campus Climate



# STRATEGIC GOALS

## Goal 2: Community Engagement

Gateway must work closely with our partners to ensure we provide pathways to prepare all learners for the workforce of tomorrow.

**Objective 2A:** Build and expand mutually beneficial community partnerships.

### Strategies:

- Partner with community-based organizations to support non-academic student needs.
- Strengthen transfer pathways with four-year college and university partners.
- Innovate and grow dual enrollment programming through continued collaboration with our K-12 partners.

**Objective 2B:** Strengthen connections to business and industry.

### Strategies:

- Increase employer engagement in Gateway's programs, including strengthening the role of advisory committees.
- Increase continuing education offerings targeted at upskilling or reskilling the workforce.
- Increase career service support to help students prepare for the job market.

**Drivers of Excellence:** Attract & Develop Engaged Students; Deliver Program & Service Excellence; Create & Strengthen Connections with Employers, Education & Community



# STRATEGIC GOALS

## Goal 3: Organizational Excellence

Gateway strives to foster an organizational culture that builds community and is focused on excellence.

**Objective 3A:** Improve employee engagement.

### Strategies:

- Provide professional growth, leadership development and recognition opportunities.
- Further develop avenues for increasing communication, transparency and employee involvement in decision making.
- Support employee health and well-being.

**Objective 3B:** Increase operational sustainability and long-term organizational health.

### Strategies:

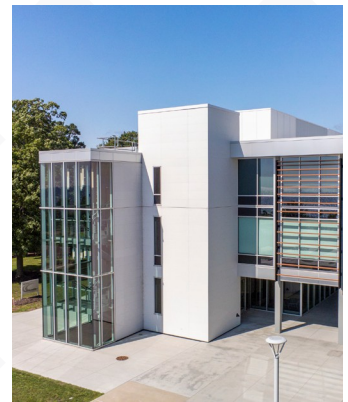
- Use data and technology to improve processes and evidence-based decision making.
- Systematically assess the effectiveness of programs, services and interventions.
- Implement a three-year budget planning process that aligns resources and initiatives with strategic priorities.

**Drivers of Excellence:** Foster Employee Engagement, Steward College Resources Effectively

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## Measuring Our Progress

The college continues to monitor its critical success factors, the Drivers of Excellence, as an indication of the overall health of the organization. The Drivers of Excellence, implemented in 2018, are advanced through the strategic plan as well as through continuous improvement in operations.



# MEASURING OUR PROGRESS

Driver of Excellence	How this drives our success...	How we measure our progress
Foster Employee Engagement	By growing employee enthusiasm and commitment, Gateway improves performance, innovation and customer service.	<ul style="list-style-type: none"> <li>• Employee engagement survey score</li> <li>• Employee retention rate</li> </ul>
Attract & Retain Students	By proactively engaging with customers and meeting their needs, Gateway positively impacts student progress and the community.	<ul style="list-style-type: none"> <li>• New students enrolling in programs</li> <li>• High school students enrolling directly at Gateway</li> <li>• Student retention rate</li> </ul>
Deliver Program & Service Excellence	By providing high quality programs and services, Gateway improves the college's outcomes and reputation in the community.	<ul style="list-style-type: none"> <li>• Students earning a credential within 3 years</li> <li>• Graduates employed in a field related to training</li> </ul>
Create & Strengthen Connections with Employers, Education & Community	By leveraging the strengths and resources of the college and its partners, Gateway maximizes the mutual benefits for its collaborators.	<ul style="list-style-type: none"> <li>• Contracts for service/workforce training credits</li> <li>• Students transferring to four-year universities</li> <li>• Dual enrollment credits earned by high school students</li> </ul>
Create an Engaging & Supportive Campus Climate	By ensuring that customers have a positive experience and the opportunity to succeed, the college enables every individual's full participation and achievement.	<ul style="list-style-type: none"> <li>• Percent of students who would enroll here again if they had to do it over again</li> <li>• Percent of students who are made to feel welcome on this campus.</li> </ul>
Steward College Resources Effectively	By maximizing the impact of the human, physical, technological and financial resources entrusted to the college, Gateway values the investments made by our community.	<ul style="list-style-type: none"> <li>• Percent of Outcomes Based Funding awarded to Gateway</li> <li>• Year-end fund balance (% of total expenses)</li> </ul>



Equal opportunity/access employer & educator  
Igualdad de oportunidades / acceso empleador y educador

## POLICY GOVERNANCE MONITORING REPORTS

### A. Executive Limitations

- 1) 3.10 Strategic Planning – Anne Whynotte

### B. Ends Statement

- 1) #1: Students demonstrate the knowledge and skills and self-confidence required for employability, career advancement, a global perspective, and **lifelong learning**. – Mark Kappes

**GATEWAY TECHNICAL COLLEGE DISTRICT BOARD**

Roll Call \_\_\_\_\_  
Action   X    
Information \_\_\_\_\_  
Discussion \_\_\_\_\_

**POLICY GOVERNANCE MONITORING REPORT  
EXECUTIVE LIMITATIONS**

**Policy 3.10 – Strategic Planning**

The President shall not operate without a Board-approved strategic plan which shall include the college mission, vision, and values statements.

Staff Liaison: Anne Whynotte

# GATEWAY TECHNICAL COLLEGE DISTRICT BOARD

Roll Call \_\_\_\_\_  
Action   X    
Information \_\_\_\_\_  
Discussion \_\_\_\_\_

## **POLICY GOVERNANCE MONITORING REPORT** **Policy 4.1 – ENDS**

The tri-county community benefits from affordable higher education that allows residents to develop knowledge and skills for family-supporting careers that contribute to the growth and sustainability of the local economy at a cost commensurate with the value of services provided.

### Ends Statement #1:

Students demonstrate the knowledge and skills and self-confidence required for employability, career advancement, a global perspective, and lifelong learning.

Staff Liaison: Mark Kappes

## NEXT MEETING DATE AND ADJOURN

- . Regular Meeting – Wednesday, September 17, 2025, 3:00 pm, Virtual and In-Person, Kenosha Campus, Madrigrano Conference Center Board Room

Adjourn – Following the regular meeting, the Gateway Technical College District Board will meet in closed session pursuant to Wisconsin Statutes 19.85(1)(c) to discuss **Personnel Issues**. The Board reserves the right to reconvene in open session to take action on items discussed in closed session.

## ROLL CALL

Ram Bhatia	_____
Tamarra Coleman	_____
Preston Gardner	_____
Zaida Lange-Irisson	_____
Rebecca Matoska-Mentink	_____
Nicole Oberlin	_____
Scott Pierce	_____
Michael P. Reader	_____
Jason Tadlock	_____