



North Central Wisconsin Workforce Development Board

CEO Meeting

Northcentral Technical College • Center for Business and Industry Building • Room CBI 127
1000 W Campus Drive • Wausau, WI

CEO Zoom/Telephone Meeting

August 18th, 2022

Minutes

CEO Members Present: Rick Pease (Zoom)(Adams County), Cindy Gretzinger (Forest County), Craig McEwen (Marathon County), Jim Winkler (Oneida County)(Zoom), Don Friske (Lincoln County), Al Haga (Portage County)(Zoom), Richard Logan (Vilas County), and John Hokamp (Wood County)

CEO Members Absent: Ben Pierce (Langlade County)

Others Present: None

Staff Present: John Cokl (Zoom), Jane Spencer, Nicole Rice (Zoom), and CJ Tangedal

1. **Call the Meeting to Order** – Gretzinger called the meeting to order at 9:30 a.m.
2. **Announcements, Correspondence and Communications** – The group members introduced themselves to each other. Spencer welcomed everyone and updated the group that we still do not have a designated member for Langlade County.
3. **Approve Agenda** – Friske made a motion to approve the agenda; it was seconded by Winkler. Motion carried.
4. **Approval of CEO Minutes from June 16, 2022** – Haga made a motion to approve the minutes from June 16, 2022; it was seconded by Hokamp. Motion carried.
5. **Accept Treasurer's Report**- McEwen made a motion to approve the treasurer's report as presented by John Cokl; it was seconded by Winkler. Motion carried.
6. **PY22 & 23 Performance Negotiations – Counteroffer to DWD** – Rice reviewed the documents included in the packet to explain the reasons behind the counter offers for the PY22 & 23 Performance Negotiations. Hokamp made a motion to approve the start of the negotiation process; it was seconded by Friske. Motion carried.
7. **Discussion on NCWWDB Board Membership** – Spencer updated the group on the recent retirements and resignations of board members. Spencer has a nomination for one board member's replacement. Spencer asked the group for suggestions for a new board member to represent the healthcare industry.
8. **Approve new Board Members** – McEwen made a motion to approve Luke Kramer to the board; it was seconded by Hokamp. Motion carried. The nomination form for Anthony Neganie of the Lac Du Flambeau Tribe was not received, no action taken.
9. **Discussion on Workforce Issues in Each County**

- **Marathon** – McEwen reported that Marathon County is having difficulty recruiting employees, they have over 20 openings in criminal justice. Restaurants are closed on certain days due to staffing. In the past six months, there have been issues of people who want to work, but don't have childcare available or affordable housing. They are beginning to look at their budget.
- **Oneida** – Winkler reported they are experiencing the same issues as the other counties. There have been some complaints at the job center and the help they received there. They have two new hotels coming in, new businesses coming to Main Street. The younger population is taking over from the retired boomers. The issue in the area is regarding tourism so most of the jobs are seasonal.
- **Lincoln** – Friske reported they cannot recruit any 24/7 jobs such as dispatch, corrections, or nursing. The manufacturing industry is struggling to maintain workers. They are experiencing a housing inventory issue as the retired population is still living in their houses, but no new housing is being built.
- **Portage** – Haga reported they are having development, lots of companies are looking for people. They have the referendum for the nursing home that passed, so now they are working out what that will cost. They have 10,000 acres for a solar farm to construct in the county. They are also looking for a highway department engineer. Plover just opened the handicapped splash pad.
- **Forest** – Gretzinger reported in the county the department of social services is in crisis mode, they essentially have no social workers. A new Director was hired who will start at the end of August. They are experiencing an issue with wages, and on-call workers are on-call all the time due to shortage of staffing, so they left. A few other counties have stepped in to help with the shortages of workers.
- **Adams** – Pease reported they lack daycare and adequate housing. They have teachers who cannot find places to live, over 50% live outside the county, or they can't take the job due to these issues. They opened the Y last year and are looking for a grant to add on to the daycare. Sand Valley is building two more 18-hole golf courses.
- **Langlade** – No Report
- **Vilas** – Logan reported they are in desperate need of correction officers; they raised the wage and were able to fill a few positions. The main trouble is wages, the county doesn't have the money, they are pushing hard to get a small amount of a tax levy at the state level. Businesses are dealing with childcare and housing issues.
- **Wood** – Hokamp reported they have been looking for county highway department workers. They have had an opening for an engineer for over 60 days, with no applicants. They are having trouble finding CDL drivers, nurses and CNAs for the nursing facilities. They can't find shift workers or anyone willing to work on the weekends. At the end of August, they will hopefully have all the bids in for the new jail.

10. **Adjourn-** McEwen made a motion to adjourn the meeting; it was seconded by Friske. Meeting adjourned at 10:52am.

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North Central Wisconsin Workforce Development Board
CEO Meeting via Zoom
October 20th, 2022

Minutes

CEO Members Present: Rick Pease(Adams County), Craig McEwen(Marathon County), Jim Winkler (Oneida County), Al Haga (Portage County), Richard Logan(Vilas County), and John Hokamp (Wood County)

CEO Members Absent: Ben Pierce (Langlade County), Cindy Gretzinger (Forest County), Don Friske (Lincoln County)

Others Present: None

Staff Present: John Cokl, Jane Spencer, Nicole Rice, and Ginger Keymer

1. **Call the Meeting to Order** – Winkler called the meeting to order at 9:32 a.m.
2. **Announcements, Correspondence and Communications** – None
3. **Approve Agenda** - McEwen made a motion to approve the agenda; it was seconded by Logan. Motion carried.
4. **Approve Chief Elected Officials’ Minutes from August 18, 2022** – Hokamp made a motion to approve the minutes from August 18, 2022; it was seconded by Pease. Motion carried.
5. **Accept Treasurer’s Report** - Hokamp made a motion to approve the treasurer’s report as presented by John Cokl; it was seconded by Pease. Motion carried.
6. **Approve Action on Local Plan Modifications [Workforce Innovation & Opportunity Act Local Plan](#)** - Spencer pointed out that we are a Local Plan and not a Regional Plan. Looking at changes in the labor market and economic information since 2019, NCWWDB staff did not see significant changes to industry trends moving forward. Spencer and staff recommend continuing with the Local Plan without changes. Pease made a motion to approve the Local Plan as presented; it was seconded by McEwen.
7. **Update on the PY22 & 23 Performance Negotiations-Counter Offer to DWD** - Spencer informed the committee that the Department of Workforce Development (DWD) accepted four out of the five counter offers that was proposed for the performance measures. DWD presented a counteroffer to the fifth measure in the Youth Measurable Skills. Rice specified that NCWWDB countered at thirty-five, DWD didn't accept that. Instead, DWD counteroffered that measure at 40%, it was accepted. Rice further reviewed the documents included in the packet. In addition to the update on the PY22 & 23 Performance Negotiations, Rice provided an overview of the blue tables reports to show the final Q4 performance numbers. These are not the FINAL performance numbers for the annual report as the statistical adjustment model (SAM) has not yet been applied. Highlighted areas of the Blue Tables show that NCWWDB met or exceeded all performance goals. Rice pointed out that for the current year, PY21, achieving 50% or higher is

considered meeting the negotiated rate. For Program Year 22, the numbers will need to be at 90% of the negotiated rate to meet the expected goal. No action needed.

8. Discussion on Workforce Issues in Each County

- **Marathon** – McEwen reported that Marathon County is still experiencing a shortage of workers, mainly in department stores, grocery stores, and small restaurants. McEwen shared that the Footlocker Distribution Center in the County will be closing; 210 employees will be impacted between January and April of 2023. Also, Siemens Energy, Inc. in Rothschild will be closing its entire plant by the end of the year, impacting approximately 150 people at that branch. McEwen reviewed highlights from the Marathon County Class Conference Compensation Plan. The four leading reasons stated for leaving Marathon County are salary, flexibility, workload, and lack of advancement opportunities.
- **Oneida** – Winkler stated they're facing similar shortages and having a difficult time finding professionals that meet vacancy requirements. Specifically, there is a shortage in the Oneida County Sheriff's Department and the County Jail, with 7-9 open positions for correction officers. The Highway Department is having trouble finding CDL certified workers. Similar challenges are happening in the Health Department and across Social Services. The County is looking at making some changes on how to invest in certifying staff.
- **Adams** – Pease thanked Spencer, Rice, and NCWWDB for their continued efforts to staff the Adams County Job Center, which has had trouble retaining employees for more than a year. Spencer provided an update that the most recent applicant for Adams accepted another job elsewhere. Rice is working with Daric Smith to make creative adjustments to the position to make it more attractive. Pease shared that Adams has a sizeable capital budget this year and is moving forward with a couple of large projects. Housing is an issue in Adams, with a lack of apartments for rent. Professionals working in Adams, particularly in the school district, often find housing outside the County, which leads to a retention problem. Pease also provided news on the course expansion at Sand Valley Golf Resort, which is adding two new courses to its site. The Leopold Conservancy course is a private course, based on a Long Island design, and will open in spring 2023. The second new course will open after that. For the first time, overall property values in Adams County were valued at over \$3 billion. Homes are staying on the market for over a month now, likely due to higher mortgage rates. Small businesses, and restaurants, are having difficulty staying staffed.
- **Vilas** – Logan shared that Vilas County is also struggling to fill vacancies. Lack of housing options is also a problem. More than anything, Vilas has an aging population, with a higher concentration of retirees and fewer young people in the working stage of their careers.
- **Wood** – Hokamp mentioned that at the last Health and Human Services meeting they discussed childcare. Back in 2012 they had 145 providers, now they only have 59 in Wood County, a loss of 80 some providers in the past 10 years. The number of childcare slots went from around 3,000 to 2,300. Childcare centers in Wood County are larger but still serving fewer children overall. One of the large providers has a waiting list of 65 infants. Restaurants are starting to transition back to carry out only due to staffing shortages. The paper mills are struggling to find electricians. Electricians in the County are working 12-16 hours a day, 5-6 days a week. Groundbreaking this past Tuesday, Oct 18, on the new Wood County Jail. It has gone over budget, current costs are \$98 million and projected to take three years to build.

- **Portage** – Haga mentioned the Foremost closing in Plover and the need for a new County Jail in Portage County, which has been an ongoing struggle for 20 years. Haga also shared new construction is in process on a \$100 million addition to a McCain building which would employ around 100 additional workers. The City of Stevens Point is pursuing a feasibility study on a new Business Incubator Facility to work with start-ups and entrepreneurs. Recently Mid-State Technical College held a groundbreaking for the new Advanced Manufacturing and Training Center in Stevens Point.

9. Adjourn - Meeting adjourned by Winkler at 10:10am.

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North Central Wisconsin Workforce Development Board
CHIEF ELECTED OFFICIALS Meeting
February 16, 2023, • 9:30 a.m.
Marathon County Job Center

Minutes

CEO Members Present: Jim Winkler (Oneida County), John Hokamp (Wood County), Rick Pease (Adams County), Craig McEwen (Marathon County), Al Haga (Portage County), Richard Logan (Vilas County), Cindy Gretzinger (Forest County), and Don Friske (Lincoln County)

CEO Members Absent: Ben Pierce (Langlade County)

Others Present: None

Staff Present: John Cokl, Jane Spencer, Brian Kalish and CJ Tangedal

1. **Call the Meeting to Order** – Gretzinger called the meeting to order at 9:36 a.m.
2. **Announcements, Correspondence and Communications** – Spencer said she was glad the group approved the new location for the meeting.
3. **Approve Agenda** – Winkler made a motion to approve the agenda; it was seconded by McEwen. Motion carried.
4. **Approve Chief Elected Officials’ Minutes from October 20, 2022** – Winkler made a motion to approve the minutes as presented; it was seconded by Pease. Motion carried.
5. **Review of the Fiscal Year (ending June 2022) Audit Results** – Cokl reviewed the audit. It was an unmodified audit, meaning the auditor didn’t find any discrepancies and it was a clean audit. There were no findings reported.
https://ncwwdborg.sharepoint.com/:b/s/ExternallyShared/ERSSkKtMDolHucig_xdKDaABVan8yiTbx2BCu_JyokREUw?e=zrZLB8
6. **Accept Audit Results** – Winkler made a motion to accept the audit results as presented; it was seconded by Haga. Motion carried.
7. **Accept Treasurer’s Report** – Cokl reviewed the report included in the packet. The administrative expense is currently at 9.18% due to the audit being billed to administrative expenses. Cokl stated it will trend down over the next six months. There are no grants ending until June. McEwen made a motion to approve the treasurer’s reports as presented; it was seconded by Friske. Motion carried.
8. **Approve new Board Members:** Spencer referred to the two nomination forms included in the packet. She also mentioned that there have been two resignations/retirements from the board, Marcia Christiansen, and Cindy Kiesling effective June 2023. Winkler made a motion to approve both Anthony Negani of the Lac Du Flambeau Tribe and

Angie Close of Langelade County Economic Development Corporation as new board members; it was seconded by Hokamp. Motion carried.

9. Approve Options for Program Year 23 WIOA Provider Contracts – Spencer explained the current process and background context for monitoring the contracted services providers. This year is a renewal year and based on their performance it is recommended to renew the contracts for Youth and Adult Programs with Forward Service Corporation. LETC provided notice that they will no longer provide Dislocated Worker services effective 6/30/23 and will dissolve as an organization. Therefore, it will be necessary to prepare a competitive request for proposal for the Dislocated Worker Program. Pease made a motion to approve the Youth and Adult contract renewals with Forward Service Corporation for PY23; it was seconded by Friske. Motion carried.

10. Job Center Updates: MOU Fully Executed – Spencer updated the group on the completion of the MOU of the Job Centers. DWD is working on the guidelines for PY23.

11. NCWWDB Updates:

- **Staff Changes** Spencer updated the group that Nicole Rice left the organization and Brian Kalish moved into the Workforce Services Director position. She worked to reorganize the Business Services Director position to a Business and Community Engagement Coordinator. That position has been posted.
- **Winning With Wisconsin's Workforce** – Spencer mentioned the partnership with DWD to hold a series of events throughout the year. It's an opportunity to highlight the work being done to serve employers. The first one is Friday, February 24th at MSTC in Wisconsin Rapids. The group is welcome to join the event.
- **TDCon2023** – Spencer updated the group on this event put on the Wisconsin Workforce Development Association. The event will be held in La Crosse this year for anyone interested.

12. Discussion on Workforce Issues in Each County

- **Marathon County** – McEwen stated they are still looking for employees in Corrections and Dispatch, and they have elected a new Sheriff. They are currently searching for an Assistant District Attorney, and the highway department has openings for plow operators. Footlocker is still in the process of closing between January and April with 210 employees affected. Siemens Energy is closing but may have a buyer. There are still a lot of help wanted signs around and some restaurants are closed during the week due to staffing. North Central Healthcare is looking for nurses and CNAs. They recently hired a new CEO.
- **Adams** – Pease said they have hiring signs all over. They are having listening sessions for the referendum, which failed in the fall. The average age in the county is 56, therefore hard to find employees. Over the past 27 years the school population dropped from 2,200 to 1,300 students. The county budget is growing, it's been a struggle to push the referendum along.
- **Lincoln** – Friske stated they are one of four counties to be flat in sales tax revenue this year. Their population reduced by 400, new construction was about flat. They have more jobs than employees in the area. They are making plans to look at the

next fifteen years on how to reshape what Lincoln County is going to look like. They have decided to cut out any programs that are not mandated by the State. Several businesses are growing and expanding.

- **Forest** – Gretzinger reported that five years ago they separated their Dispatchers from Jailers and now must combine them again due to not being able to hire staff for both. They are searching for a new Director of Social Services; they are down six employees in the Social Services Department. Oneida county has stepped up and has been helping. They hired a new Chamber Director in December. They applied for a grant, Biden Economic Plan: Delivering for Wisconsin and it was awarded to Forest County, one of five rural county recipients. They are trying to get broadband. The pay scale in the county has been so low, they had a work study done.
- **Wood** – Hokamp reported they have the Sonoco plant that is closing with 70 employees. He is noticing less help wanted signs around, maybe they are turning a corner. Their Human Services Department has had lots of staff turnover lately. The Highway Engineering position has been vacant for seven months with no applicants. They are going to bump up the rate to hopefully get more applicants.
- **Oneida** – Winkler stated they had to make major changes with their highway department, they are unable to find CDLs. They still have a housing shortage, yet new businesses are coming in. There is a new Holiday Inn Express and a Fleet Farm store. They are turning a local motel into a low-income apartment unit. They have a good sales tax revenue, people from larger surrounding areas came and worked remotely.
- **Portage** – Haga mentioned the Biery Cheese closure. Mullin's Cheese bought the Foremost plant. McCains is expanding and they are looking to add 100 employees. The Future Farm building is almost done. The county is looking to build a new jail and courthouse. They have a referendum on the nursing home, as it's an 80-bed facility, but only 20 people at the current time. They are also working on the 10,000-acre solar farm.
- **Vilas** – Logan reported the highway department and Sheriff's department are looking to hire staff, which has been difficult. They did a wage study and brought the wages up. The individual towns have been working on expanding broadband. Businesses have started looking for summer help. Restaurants have adapted and adjusted hours to stay open.

13. Adjourn – Gretzinger adjourned the meeting at 11:02 a.m.

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North Central Wisconsin Workforce Development Board
CHIEF ELECTED OFFICIALS Meeting
April 20, 2023, • 9:30 a.m.
Marathon County Job Center

Minutes

CEO Members Present: Jim Winkler (Oneida County), John Hokamp (Wood County), Rick Pease (Adams County), Craig McEwen (Marathon County), and Al Haga (Portage County),

CEO Members Absent: Ben Pierce (Langlade County), Richard Logan (Vilas County), Cindy Gretzinger (Forest County), and Don Friske (Lincoln County)

Others Present: None

Staff Present: John Cokl (Zoom), Jane Spencer, Brian Kalish and CJ Tangedal

1. **Call the Meeting to Order** – Winkler called the meeting to order at 9:48 a.m.
2. **Announcements, Correspondence and Communications** – None
3. **Approve Agenda** – McEwen moved to approve the agenda; it was seconded by Hokamp. Motion carried.
4. **Approve Chief Elected Officials' Minutes from February 16, 2023** – Hokamp moved to approve the minutes as presented; it was seconded by Haga. Motion carried.
5. **Accept Treasurer's Report** – McEwen moved to accept the treasurer's report as presented; it was seconded by Hokamp. Motion carried.
6. **Approve Program Year 2023 WIOA Dislocated Worker Program Provider**
 - **Forward Service Corporation**
Haga moved to approve Forward Service Corporation for the PY23 WIOA Dislocated Worker Program Provider; it was seconded Hokamp. Motion carried.
7. **Approve Option for Program Year 2023 One-Stop-Operator Contract Renewal**
 - **North Central Wisconsin One-Stop-Operator Consortium**
Hokamp moved to approve the One-Stop Operator Consortium contract renewal for PY23; it was seconded by McEwen. Motion carried.
8. **Discussion on Workforce Issues in Each County**
 - **Marathon County** – McEwen reported the Sheriff's Department is still looking for Correction Officers and Dispatchers. Siemens Energy has no updates on what is

happening with the plant. Footlocker is finishing up their closing; end of April is the end date which effects 210 employees. The west end of Marathon County has 13,000 acres committed to a wind farm.

- **Adams** – Pease said they are losing county workers; they have three pages worth of open positions. Sand Valley is gearing up for opening with job fairs. The school referendum passed 61-39, should be good for four more years.
- **Lincoln** – No report
- **Langlade** – No report
- **Forest** – No Report
- **Wood** – Hokamp reported they have lost some county workers, they are still looking for a highway engineer, and they lost a nursing home administrator. Restaurants seem to be open more hours. Child care is still a big issue. They can't find people to start child care centers. Their new jail is taking shape, they have met with contractors and everything is on schedule.
- **Oneida** – Winkler stated that 90% of the new Farm & Fleet positions are filled. They are seeing people from other counties fill open jobs. They cannot find drivers for snowplows and are having trouble retaining people. The Holiday Inn Express should be up and running in the fall. They have lost two restaurants to fires recently.
- **Portage** – Haga mentioned Mullin's Cheese bought the Foremost plant. It is next to the McCains addition. The McCains project is ongoing. Stevens Point approved a 90 room Hilton Hotel. They are also working on the 10,000-acre solar complex. The new courthouse and jail have greenspace, there will be a vote on May 2nd for the funding.
- **Vilas** – No report

9. **NCWWDB Updates** – Spencer updated the group on the Quest Grant, which deals with child care. She doesn't know the amount yet, but we are coming up with ideas on how to use the funds. The other grant, Pathways Home 4, is getting submitted this afternoon. It is a collaboration with several other Boards across the state. It will involve assisting incarcerated individuals with employment and training services. It can be from a county jail or a state institution, making a connection with them while they are still in those facilities. Spencer stated she attended the Forest County Board meeting and offered to attend any other counties' board meetings. The last two Winning with Wisconsin Workforce events will take place in the late summer and fall of this year.

10. **Adjourn** – Meeting adjourned at 11:05 a.m.



North Central Wisconsin Workforce Development Board
CHIEF ELECTED OFFICIALS Meeting
June 15, 2023, • 9:30 a.m.
Marathon County Job Center/Zoom

Minutes

CEO Members Present: Jim Winkler (Oneida County), John Hokamp (Wood County), Craig McEwen (Marathon County), Al Haga (Portage County)(Zoom), Richard Logan (Vilas County)(Zoom), Cindy Gretzinger (Forest County), and Don Friske (Lincoln County)

CEO Members Absent: Ben Pierce (Langlade County) and Rick Pease (Adams County)

Others Present: None

Staff Present: John Cokl (Zoom), Peter Gelhar, Brian Kalish, Jane Spencer, and CJ Tangedal

1. **Call the Meeting to Order** – Winkler called the meeting to order at 9:30 a.m.
2. **Announcements, Correspondence and Communications** – the group introduced themselves.
3. **Approve Agenda** – Winkler moved to approve the agenda; it was seconded by McEwen. Motion carried.
4. **Approve Chief Elected Officials’ Minutes from April 20, 2023** – Hokamp moved to approve the minutes as presented; it was seconded by Winkler. Motion carried.
5. **Accept Treasurer’s Report** – Haga moved to accept the treasurer’s report as presented; it was seconded by Winkler. Motion carried.
6. **Approve Program Year 2023 Budget** – Friske moved to approve the PY23 budget as presented with a 5% variance; it was seconded by McEwen. Motion carried.
7. **Discussion on Workforce Issues in Each County**
 - **Marathon County** – McEwen reported the Wisconsin Building Commission awarded the county \$7 million for the forensic science center. Every business seems to be looking for help.
 - **Adams** – No Report
 - **Lincoln** – Friske reported they are hiring people with less experience. They have seen an increase in workers’ compensation claims, wondering if there is a correlation between the two. They do not see any new people in the local

- workforce, if they do come back, they are working remotely for another company. Their sales tax has gone up, but they have not lost any purchasing power.
- **Langlade** – No report
 - **Forest** – Gretzinger reported their Highway Commissioner resigned, their Jail Administrator is leaving, and they are down Jailers. There is a Kwik Trip opening in Crandon. They have their annual 5K runs coming up, which brings people to the area.
 - **Wood** – Hokamp reported they had a ribbon cutting ceremony for Mary's Place. It is housing for people having a hard time making ends meet. The residents must be employed and can only stay for 6 months. The old ShopKo will be divided into four retail spaces. They have hired a county nursing home administrator, who will start in July. They are still in need of CNAs and nurses.
 - **Oneida** – Winkler stated they just received information from their labor relations, they are having a hard time filling vacancies with qualified people. They are seeing that as a trend in the county due to having a large, retired population in the area.
 - **Portage** – Haga mentioned they have started construction on the old Walmart and small strip mall. A Wendy's is being built. The area is gearing up for the PGA Senior Open Golf Tournament, should see 50,000-80,000 people for that event. The new AMETA center has the steel frame up. The McCain's expansion is also coming along.
 - **Vilas** – Logan reported they have many businesses that are service-related and are mainly seasonal. Help wanted signs are everywhere, but businesses are adjusting their hours. The highway department only needs one mechanic, they will recruit for that later in the year. They are no longer requiring mechanics to plow snow; it is now voluntary. This decision was made to fill the position more easily.

8. **NCWWDB Updates** – Spencer introduced the new Business and Community Engagement Coordinator, Peter Gelhar. Spencer reminded the group that the Dislocated worker provider, LETC, will be done at the end of the program year. Forward Service Corporation will be taking over the Dislocated Worker Program services. NCWWDB is currently running a short-term Culinary boot camp at NTC, they will be done with the classroom portion, then will do a five-week internship at a restaurant, with the goal of getting hired. Winning With Wisconsin's Workforce will take place on September 15th at Nicolet College. NCWWDB received the QUEST Grant; it is a national emergency grant dealing with the child care crisis. The grant will serve individuals seeking to enter the child care industry and/or an Early Childhood Education degree.

9. **Adjourn** – Meeting adjourned at 11:07 a.m.