

District Board Meeting Agenda*
Tuesday, September 15, 2026 – 4:00 p.m.

Agenda Items 6.b. & 7.e removed

NOTICE IS HEREBY GIVEN that the Milwaukee Area Technical College District Board will meet in open session at 700 W. State Street, Milwaukee, WI, room M210, at 4:00 p.m. on **Tuesday, September 15 2026**.

Estimated Time		Agenda Items**	Presenter(s)
4:00 p.m.	1.	Call to Order a. Roll Call b. Compliance with the Open Meetings Law	Board Chair
4:05 p.m.	2.	Comments from the Public	Board Chair
4:15 p.m.	3.	Approval of Minutes a. Regular Board Meeting: August 15, 2026	Board Chair
4:20 p.m.	4.	Approval of Consent Agenda Items a. Bills August 2026 b. Financial Report August 2026 c. Human Resources Report d. Procurement Report e. Construction Report	VP Admin and Ops. /CFO VP Admin and Ops. /CFO VP Human Resources VP Admin and Ops. /CFO VP Admin and Ops. /CFO
4:30 p.m.	5.	Board Action Items a. Resolution (F0412-09-26) Authorizing the Sale of \$1,500,000 General Obligation Promissory Notes, Series 2026-2027D of Milwaukee Area Technical College District, Wisconsin (Statutory) b. Resolution (F0413-09-26) Authorizing the Issuance of \$1,500,000 General Obligation Promissory Notes, Series 2026-2027E of Milwaukee Area Technical College District, Wisconsin (Statutory) c. Approval of Presidential Evaluation Instrument	VP Admin and Ops. /CFO VP Admin and Ops. /CFO Board Chair
4:50 p.m.	6.	Policy Review a. Policy C0201 – Title IX - Updated Policy	General Counsel
5:00 p.m.	7.	Reports Monthly a. Chairperson's Report i. District Boards Report ii. Advisory Audit Committee Report b. President's Report c. District Student Senate Report Bi-Monthly d. Milwaukee PBS Report	Board Chair President Student Representative VP/GM Milwaukee PBS

5:20 p.m.	8.	Board Monitoring a. WTCS Leadership Grant AI Update	EVP and Provost
5:40 p.m.	9.	New Business	Board Chair
5:45 p.m.	10.	Future Events / Announcements a. October 20, 2026, MATC District Board, 4:00 p.m., Downtown Milwaukee Campus, Board Room (M210)	Board Chair
5:47 p.m.	11.	Adjournment	Board Chair

*This meeting may be conducted in part by telephone. Telephone speakers will be available to allow the public to hear those parts of the proceedings that are open to the public.

** Action may be taken on any agenda item, whether designated as an action item or not. Agenda items may be moved into Closed Session for discussion when it becomes apparent that a Closed Session is appropriate under Section 19.85 of the Wisconsin Statutes. The board may return to Open Session to take action on any item discussed in Closed Session.

Education that transforms lives, industry, and community

Reasonable accommodations are available through the ADA Office for individuals who need assistance. Please call 414-297-6719 to schedule services at least 48 hours prior to the meeting.



Attachment 3 – a.

**MILWAUKEE AREA TECHNICAL COLLEGE DISTRICT BOARD
MILWAUKEE, WISCONSIN
August 18, 2026**

CALL TO ORDER

The regular monthly meeting of the Milwaukee Area Technical College District Board was held in Open Session on Tuesday, August 18, 2026, and called to order by Chairperson Case at 4:03 p.m. in the Board Room, Room M210, at the Downtown Milwaukee Campus of Milwaukee Area Technical College.

ITEM 1 a. ROLL CALL

Present: Erica Case; Katrice Cotton (4:07pm) Mark Foley; Charlotte Hayslett; Citlali Mendieta-Ramos; Supreme Moore Omokunde (4:13pm) (virtual); Waleed Najeeb (virtual); Buddy Robinson.

Excused: Lauren Baker.

ITEM 1 b. COMPLIANCE WITH THE OPEN MEETINGS LAW

Discussion Chairperson Case asked if proper notice of the meeting had been given in compliance with the Wisconsin Open Meetings Law.

Ms. Elizabeth Schultz, board liaison, confirmed proper notice was given.

ITEM 2. COMMENTS FROM THE PUBLIC

Ms. Lisa Conley, president of AFT Local 212

Mr. Brian Kirsch, MATC Full Time Faculty.

Ms. Lori Kornblum MATC Full Time Faculty.

ITEM 3. APPROVAL OF MINUTES

3 a. Regular Board Meeting: June 23, 2026

3 b. Board Organizational Meeting: July 13, 2026

Milwaukee Area Technical College District Board

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Motion It was moved by Director Mendieta-Ramos and seconded by Director Hayslett to approve the minutes of the Regular Board Meeting on June 23, 2026 and the minutes of the Board Organizational Meeting on July 13, 2026.

Action Motion approved.

ITEM 4. APPROVAL OF CONSENT AGENDA ITEMS

- 4 a. Bills – June 2026**
- 4.b. Bills – July 2026**
- 4.c. Financial Report – June 2026**
- 4.d. Financial Report – July 2026**
- 4 e. Human Resources Report**
- 4 f. Procurement Report**
- 4 g. Construction Report**

Motion It was moved by Director Cotton and seconded by Director Robinson to approve the Consent Agenda.

Action Motion approved.

ITEM 5. BOARD ACTION ITEMS

Action Items

- 5 a. Resolution (F0411-08-26) Authorizing the Issuance of \$1,500,000 General Obligation Promissory Notes, Series 2026-2027D of Milwaukee Area Technical College District, Wisconsin.**

Motion It was moved by Director Foley, seconded by Director Hayslett, to approve Resolution (F0411-08-26) Authorizing the Issuance of \$1,500,000 General Obligation Promissory Notes, Series 2026-2027D of Milwaukee Area Technical College District, Wisconsin.

Action Motion approved, the roll call vote being as follows:

Ayes: Cotton, Foley, Hayslett, Mendieta-Ramos, Moore Omokunde, Najeeb, Robinson, Baker (EX), and Case - 9

Noes: None.

ITEM 6. REPORTS – MONTHLY

- 6 a. Chairperson's Report**

Milwaukee Area Technical College District Board

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Discussion

Chairperson Case shared the following report:

- Welcomed students back for the fall semester.
- Confirmation/Election of Nominated Secretary
- Board committee assignments have been made for 2026-2027.
 - Director Baker will serve as the board representative to the MATC Legislative Task Force.
 - Director Robinson will serve as the board liaison to the MATC Foundation.
 - Director Hayslett, as the board treasurer, will also chair the Audit Advisory Committee and serve on the FCC/OPEB Trust Committee.
- In addition to these MATC committees, the Wisconsin Technical College District Boards Association committee assignments are as follows:
 - Director Foley will serve as representative to the association's board of directors.
 - Director Moore Omokunde will serve on the external partnership committee.
 - Director Cotton will serve as representative to the DVA's award committee.
 - Director Robinson will serve on the bylaws committee.
- WTCS State Board meeting is being held from September 1-2, 2026, at the MATC Downtown Campus. Board members are invited to join the Board dinner on September 1st.
- Board members to complete the conflict of interest statement complete the form and return to Beth or Sarah M. tonight if possible.
- Reminder that MATC continues to welcome contributions to the campus food pantry and career closet

6 b. President's Report

Discussion

Dr. Cruz shared the following:

- Welcomed MATC students and faculty back to campus and looking forward to a rewarding year.
- Announcement of Joe Phillips our new CEO MATC Foundation and Executive Director College Advancement
- On July 28, MATC held their quarterly WeCare Awards breakfast
- BizTimes Milwaukee honored Beth Schultz and Araceli Robles Estrada as notable Executive Assistants.
- The MATC Pride Alliance was recognized by Global ERG Network.
- Dr. Cruz visited several MATC students at their residence over the summer to welcome them to MATC.
- Fall 2027 FTE is 4,078 as of August 17, 2026, which is 97% of the goal for this term.
 - .

BI-MONTHLY

6 c. Legislative Update

- Motion It was moved by Director Foley and seconded by Director Mendieta-Ramos to adjust the meeting agenda.
- Action Motion approved.
- Discussion Ms. Ramie Zelenkova, partner, Hubbard Wilson & Zelenkova, LLC provided the quarterly legislative update.

ITEM 7. BOARD MONITORING

7 a. Marketing Plan Presentation

- Discussion Dr. Michael West, Vice President, Strategic Initiatives & External Affairs and Ms. Sarah Eslyn, executive director, Marketing and Communications answered questions from the Board regarding the FY26 and FY27 marketing and communications

7 b. Program Vitality Review Schedule

- Discussion Ms. Barbara Cannell, executive dean, Academic Systems and Integrity, and Dr. Phillip King, executive Vice President of Student Success/Provost available for questions about the program vitality review schedule.

ITEM 8. NEW BUSINESS

Director Foley asked for more information about RSI.

ITEM 9. FUTURE EVENTS/ ANNOUNCEMENTS

- a. September 15, 2026, MATC District Board Meeting, 4:00 p.m., Downtown Milwaukee Campus, Board Room (M210).

ITEM 12. ADJOURNMENT

The meeting adjourned at 5:31 p.m.

Respectfully submitted,

Milwaukee Area Technical College District Board

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Sarah Mercado

On behalf of Board Secretary Waleed Najeeb

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BOARD BILLS LIST

The following bills are to be presented for approval at the meeting of the Milwaukee Area Technical College District Board, State of Wisconsin, to be held on 9-15.26.

Bank Transfer Payments
August 2026

Delta Dental Insurance Claims	\$ 91,032
We- energies	\$ 232,154
UMR Health Insurance Claims	\$ 22,398
WTCS Health Care Consortium	\$ 2,861,070
Bank Service Charges	\$ 407
Merchant Service Credit Card Fees	\$ 20,859
Wisconsin Retirement System	\$ 1,017,566
Federal Payroll Tax	\$ 2,188,390
State Payroll Tax	\$ 316,822
State, County, and Stadium Sales Tax	\$ 123,874

Debt Service Fund Wire Payments
August 2026

<u>General Obligation Debt Series</u>	<u>Interest</u>	<u>Principal</u>
None		
	_____	_____
	-	-
	=====	=====

BOARD BILLS LIST

The following bills are to be presented for approval at the meeting of the Milwaukee Area Technical College District Board, State of Wisconsin, to be held on 9-15-26..

BILLS PAYABLE RECAPITULATION

Month of August 2026

Payments for encumbrances and monthly expenditures were made for the following funds:

General Fund	8,110,230	
Special Revenue Fund-Operational	78,026	
Special Revenue Fund-Non Aidable	90,392	
Enterprise Fund	863,396	
Capital Projects Fund	3,421,285	
Debt Service Fund	-	
Internal Service Fund	1,155,039	
Public Television Fund	595,131	
Total Expenditures		\$ 14,313,498

Secretary

Chair

	A	B	D	E	F	G	H	I	J
1		ATTACHMENT 4.b.							
2		Milwaukee Area Technical College							
3		(Non-Encumbered) August Year-to-date FY 27 vs. FY 26							
5		Account Description	Prior Year			Current Year			
6			August	Preliminary	YTD	August	Full-Year	YTD	
7			FY 2025-26	FY 2025-26	Percent	FY 2026-27	Budget	Percent	
8					of Budget		FY 2026-27	of Budget	
9		Tax Levy							
13		Local Government Total	26	51,299,943	0%	-	52,234,852	0%	
14		State Aid Plus Act 145 Funding							
25		State Aid Plus Act 145 Funding	5,216,909	87,734,372	6%	5,515,401	87,723,118	6%	
26		Statutory Program Fees							
31		Statutory Program Fees Total	22,671,949	39,318,253	58%	24,015,963	41,388,200	58%	
32		Material Fees							
39		Material Fees Total	891,428	1,530,286	58%	915,979	1,644,800	56%	
40		Other Student Fees							
57		Other Student Fees Total	991,739	2,018,763	49%	1,046,369	2,058,470	51%	
58		Institutional Revenue							
87		Institutional Revenue Total	553,204	6,674,851	8%	439,745	7,264,560	6%	
88		Federal Revenue							
89		Stud. Finan. Assist. Admin.	-	130,422		-	110,000	0%	
90		Other Sources							
93		Other Sources	-	-	-	-	-		
95		Total Revenue	30,325,254	188,706,890	16%	31,933,457	192,424,000	17%	
97		Salaries							
119		Full-time Faculty	4,034,884	52,650,035	8%	4,272,553	53,535,145	8%	
120		Full-time Faculty - Zancils	384,956	3,301,854		211,027	2,993,002	7%	
121		Part-time Faculty	928,341	16,073,172	6%	1,437,683	16,219,539	9%	
122		Part-time Faculty-Zancils	-	1,409,997		11,369	993,421	1%	
123		Full-time Staff	8,089,602	47,466,591	17%	8,137,263	50,801,858	16%	
124		Part-time Staff	577,155	4,181,478	14%	549,661	4,454,600	12%	
125		Planned Savings					(4,000,000)		
126		Salaries Total	14,014,937	125,083,128	11%	14,619,556	124,997,565	12%	
127		Fringe Benefits							
138		Fringe Benefit Total	7,601,907	43,151,197	18%	8,540,701	45,710,850	19%	
139		Non-Salary Non-Fringe Expenditures							
140		Travel Expenses	25,749	249,258	10%	10,385	364,115	3%	
141		Supplies	738,150	4,620,960	16%	356,349	5,667,697	6%	
142		Public Information	22,615	984,155	2%	127,065	1,022,605	12%	
143		Building Repairs	6,143	67,263	9%	7,027	257,000	3%	
144		Equipment Repairs	141,989	919,548	15%	117,149	1,207,310	10%	
145		Contracted Services	483,494	5,325,675	9%	606,268	5,169,292	12%	
146		Legal Services	72,543	660,778	11%	298,202	575,641	52%	
147		Rental Expense	82,727	505,357	16%	77,064	573,118	13%	
148		Uncoll Student Fee Exp	250,000	1,500,000	17%	250,000	1,500,000	17%	
149		Bank Svc/Credit Card/Coll Agy	29,304	201,260	15%	-	163,311	0%	
150		GI Supplemental Payments	-	5,139	0%	-	11,483	0%	
151		Insurance	1,623,752	1,755,145	93%	1,785,376	1,955,646	91%	
152		Utilities	698,537	4,107,930	17%	375,270	4,326,483	9%	
153		Contingency	-	(256,992)	0%	-	1,414,674	0%	
154		Sales Tax Expense	2,938	34,813	8%	2,622	14,000	19%	
155		Non-Salary/Non-Benefit Expenses	4,177,940	20,680,288	20%	4,012,776	24,222,375	17%	
157		Total Expenditures	25,794,784	188,914,614	14%	27,173,034	194,930,790	14%	
159		Surplus or (Deficit)	4,530,470	(207,724)	0%	4,760,423	(2,506,790)	0%	
169		Beginning General Fund Reserve (July 1st)		39,106,880			38,899,156		
170		Less Projected Deficit		(207,724)			-		
171		Ending General Fund Reserve (June 30th)		38,899,156			38,899,156		
172		Reserve as Percentage of Total G.F. Revenue		20.61%			20.22%		

Milwaukee Area Technical College
Payments Greater Than or Equal to \$2,500
August 2026

Vendor	Total Spend
4IMPRINT	\$ 7,165.45
ACD Direct	9,333.12
ACNielsen Corporation	9,021.84
Ad Astra Information Systems, LLC	120,009.99
AE Business Solutions	101,281.64
Agile Sports Tech Inc DBA Hudl	14,710.50
Allcon LLC	197,140.20
Allegiance Fundraising Group, LLC	47,008.00
Alverno College	3,253.80
American Board of Funeral	8,000.00
American Foundation for	2,700.00
American Health Information	25,555.04
American Technical Publishers	16,938.75
Anthology Inc	477,048.00
Armorstack LLC	43,648.09
Arthur J Gallagher Risk Management	10,420.00
ASPEN OPCO LLC	5,969.79
AT&T	40,884.30
Blacksmith Blades	5,742.00
Boldt Company	9,449.50
Bonnie A. Griffin	2,600.00
Bound Tree Medical	6,134.38
Brand Advantage Group	5,202.49
Butters Fetting Co Inc	41,532.25
Cambridge University Press	10,513.59
Campusworks Inc.	117,847.84
Carl Bloom Associates Inc	76,353.04
CDW Government Inc	139,433.68
Cengage Learning	114,424.15
Charter Communications Holdings LLC	36,627.47
Christin Roberson	16,000.00
Chronicle of Higher	7,500.00
Cintas Corporation	7,647.55
Concord Consulting Group of IL Inc	4,500.00
Consilience Group LLC	17,083.33
Cotter Consulting Inc	12,138.02
Creative Constructors LLC	367,982.50
David J. Frank Landscape Contractin	5,660.00
Davis Seasonal Maintenance Inc	5,600.00
Dearborn Real Estate Education	4,833.76

Milwaukee Area Technical College
Payments Greater Than or Equal to \$2,500
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Deer District LLC	16,250.00
Department of Workforce	18,227.82
Development Cubed Software Inc	11,472.00
Douglas Stewart Co Inc	121,840.44
ECM Holding Group Inc	4,824.36
Egelhoff Lawn Mower Service	2,719.01
Ellucian Company LLC	33,779.00
Elsevier Health & Science	33,286.06
EMS Technology Solutions LLC	2,984.74
Engberg Anderson Inc	59,050.04
Enterprise Rent A Car	38,047.35
F A Davis Company	3,159.51
Fidelity Workplace Services	14,875.00
Filtration Concepts Inc	8,840.96
Footage Firm Inc	12,600.00
Forest Incentives Ltd	13,734.18
Fouts Bros Inc	104,294.00
Fox Valley Tech College	3,575.00
Free Style Graphics of Greenfield I	4,212.21
Gallagher Affinity Insurance Servic	17,285.00
General Communications Inc	4,749.00
Gerling and Associates Inc	195,164.40
GFL Solid Waste Midwest LLC	6,899.77
Goodheart-Willcox Publisher	18,697.62
Gordon Flesch Co Inc	14,148.08
Governmentjobs.com Inc	38,732.76
Graybar Electric Inc	3,579.60
Greater Washington Educational Tele	6,090.00
Grunau Co Inc	12,218.90
Hammel Green & Abrahamson Inc	10,407.50
Hatch Staffing Services Inc	19,705.56
Heartland Video Systems Inc	6,576.00
Holiday Wholesale Inc.	10,887.93
Hubbard Wilson & Zelenkova LLC	3,750.00
Hu-Friedy Mfg Co Inc	22,967.18
Hurt Electric Inc	485,103.88
Hustle Inc	6,158.00
INSPEC Inc	2,500.00
International Institute	2,500.00
Interstate Parking	45,700.20
Jobelephant.com Inc	10,825.00
John Wiley & Sons Inc	6,557.87
Johnson Controls Building Solutions	9,629.70

Milwaukee Area Technical College
Payments Greater Than or Equal to \$2,500
August 2026

Jones & Bartlett Publishers	26,536.97
Kendall Hunt Publishing Company	9,436.10
Kilgore International Inc	9,582.35
Knupp & Watson & Wallman Inc	96,283.50
Lake Chevrolet Inc	3,760.29
Landscape Structures Inc	47,174.00
LawVu (US) Inc	43,686.00
LHH Recruitment Solutions Inc	59,675.34
Logik Systems Inc	3,322.09
Macmillan Publishing Service MPS	14,177.20
Madison National Life	109,093.86
Maxient LLC	8,800.00
MBS Textbook Exchange Inc	9,937.69
McGraw Hill LLC	197,042.65
Michael Best & Friedrich LLP	159,592.44
Milwaukee Transport Svc Inc	5,040.00
Milwaukee Water Works	3,415.21
Minnesota Elevator Inc	27,544.97
MRA The Management Assn Inc	6,200.00
Ms. Tenisha D. Hazley	8,609.00
MWH Law Group LLP	15,586.50
Myers Information Systems	17,550.00
Nakisha G Adams	3,790.50
Nassco Inc	4,408.00
OCLC Inc	225,129.23
Olive Promotions	5,528.08
One Source Staffing Inc	92,697.39
Pearson Higher Education	19,112.81
Pens Etc Inc.	4,261.04
Pepsi Beverages Company	6,364.47
Personnel Specialists LLC	25,656.00
Platinum Educational Group	5,000.00
Precision Energy & HVAC Audits, LLC	2,850.00
Programming Service	5,550.00
QTI Consulting Inc	3,640.00
Quick Fuel	3,638.21
Quorum Architects Inc	47,467.50
Rampro Facilities Services Corp	12,740.00
Recycled Office Environments Inc	20,593.75
ReliaStar Life Insurance Co	4,244.58
RELX Inc	25,044.00
Resources Unlimited	9,996.00
Ricoh USA Inc	10,597.18

Milwaukee Area Technical College
Payments Greater Than or Equal to \$2,500
August 2026

Roper Software Subholding LLC	40,734.00
Royle Printing Co	12,630.00
Sage Publications Inc	7,882.53
Sage Software Inc	12,638.00
San-A-Care Inc	5,954.88
Seek Incorporated	12,854.50
Seek Professionals Llc	14,124.00
Selzer-Ornst Company	56,046.08
Smart Interpreting Services	9,877.66
Softdocs SC LLC	122,135.07
Springshare LLC	5,500.00
Staples Business Advantage	4,393.08
Steinhaus Supply Service Inc	3,264.00
Stukent Inc	20,397.96
Superior Equipment & Supply	8,105.00
Superior Vision Insurance Plan of W	27,397.56
Sweetwater Sound Holdings LLC	2,799.80
Symtech Fire Llc	54,166.00
Truck Fleet Services LLC	3,842.63
Turfix LLC	3,800.00
UnitedHealthCare Ins Co	953,275.48
Universal Companies	2,757.02
University Professional Continuing Education As	5,000.00
US Foods, Inc	51,436.93
US Postmaster	135,000.00
Vanguard Computers Inc	72,530.00
Vela Research LP	3,723.00
Veolia Environmental Services	4,838.19
Veritiv Operating Company	7,769.98
VF Outdoor LLC	14,838.17
Volodymyr Opryshchenko	4,678.21
VWR International Llc	10,983.20
W. W. Grainger, Inc	2,738.92
Watermark Insights LLC	23,188.90
Waukesha County Area	4,416.00
West Quarter West LLC	15,389.67
Wil-Surge Electric	247,950.00
WiscNet	54,800.00
Wisconsin Electric Power Co	10,766.74
Wisconsin Grass-Fed Beef Cooperativ	3,500.00
Wisconsin Realtors Association	2,616.73
Wisconsin Technical College	78,416.40
Xerox Corporation	4,243.03

Milwaukee Area Technical College
Payments Greater Than or Equal to \$2,500
August 2026

XYZ Homework Inc	6,000.00
Zippy Consulting Group	2,500.00
Grand Total	<u><u>\$ 7,195,753.91</u></u>

Attachement 4-C
Appointments
September 2026

Division	Last Name	First Name	Job Title	Hire Date	LTE/Grant End Date	Offered Amount	Job Type	Employee Status	Reason for Position	Degree	Institution
Academic Services	Nusz	Benjamin	Executive Dean, Academic Operations	9/14/26		\$160,000.00	Full-Time	New Hire	Replacement	Masters Degree	University of Wisconsin - Green Bay
Employer & Educational Community Services	Nsau	Jetempd	Administrative Assistant I- Traffic Safety (Part-Time)	9/14/26		\$19.00	Part-Time	New Hire	Replacement	Associates Degree	Salt Lake City Community College
General Education Pathway	Schmidt	Kristen	Instructor, Sociology (Part-Time)	9/14/26		\$40.00	Part-Time	New Hire	Replacement	PhD	UW Milwaukee
Healthcare Pathway	Morales	Lucy	Educational Assistant - Dental Clinic (Full-time)	9/14/26		\$25.00	Full-Time	New Hire	Replacement	Associates Degree	Milwaukee Area Technical College
Human Resources	Olson	Gessica	Human Resources Generalist	9/14/26		\$72,000.00	Full-Time	New Hire	New Position	Bachelors Degree	Concordia University
Human Resources	Tucker	Diamond	Human Resources Generalist	9/14/26		\$75,000.00	Full-Time	New Hire	New Position	Masters Degree	University of Wisconsin Milwaukee
Retention & Completion	Zuerlein	Gabrielle	Employment Development Specialist, Perkins Grant (FT LTE)	9/14/26	6/30/27	\$25.51	Full-Time - Limited Term	New Hire	Replacement	Bachelors Degree	UW-Stout

Attachement 4-C
Change in Status
September 2026

Division	Last Name	First Name	Job Title	Hire Date	LTE/Grant End Date	Offered Amount	Job Type	Employee Status	Reason for Position	Degree	Institution
Student Engagement and Community Impact	Bento	Camren	Specialist, Student Accommodation & Transition (Full-time)	9/13/26		\$54,304.25	Full-Time	Lateral Transfer	Replacement	Masters Degree	University of Wisconsin

Attachement 4-C
 Separations
 September 2026

Division	Department	Name (last, first)	Type of Separation	Separation Date	Cosmo ID	Title	Full time / Part time	Date added to list
Academic Services	Academics	Cannell, Barbara	Retirement	9/30/2026	2219	Executive Dean, Academic Systems and Integrity	Full	9/3/2026
Employer & Community Education	Voc Ed Projects	Krings, Nora	Separation	9/4/2026	1667077	College Advisor	Full	8/26/2026
Enrollment Management	Assessment	Rilley, Iria	Separation	9/2/2026	198943	Assessment Center Technician	Part	9/3/2026
General Education Pathway	English	Presberry, Linda	Separation	9/1/2026	475408	Instructor	Part	9/1/2026
Human Resources	Human Resources	McColgan, Daniel	Retirement	9/30/2026	948762	Director, Employee & Labor Relations	Full	9/3/2026
Office of General Counsel	Public Safety	Griffith, Jeffrey	Separation	9/11/2026	1087137	Specialist, Access Control	Full	9/1/2026
SECI	Child Care Services	Lozano, Faith	Separation	9/4/2026	1520816	Child Care Specialist	Part	8/25/2026

2025: 9

2024: 6

PROCUREMENT REPORT

SEPTEMBER 2026

Each month, the MATC District Board approves contracts, procurements and services related to the operation of the college. The current items for board approval are:

I. Procurements

MANUAL TRANSMISSION DAY CAB (SEMI TRUCK)– OAK CREEK CAMPUS

Truck Country of Wisconsin

Milwaukee, WI

\$166,788.00

FIREFIGHTER TURNOUT GEAR (PERSONAL PROTECTIVE EQUIPMENT) – OAK CREEK CAMPUS

Jefferson Fire and Safety, Inc.

Middleton, WI

\$96,374.00

LEGAL DEPARTMENT OPERATING AND CONTRACT MANAGEMENT SOFTWARE – DISTRICT-WIDE

LawVu Limited

Tauranga, NZ

\$150,930.76 (Three (3) year agreement)

CMS SOLUTION FOR HIGHER EDUCATION – DISTRICT-WIDE

Hannon Hill

Atlanta, GA

\$326,686.38 (up to Seven (7) year agreement)

DATA MANAGEMENT PLATFORM – DISTRICT-WIDE

EAB Global, Inc.

Washington, DC

\$1,103,500.00 (Five (5) year agreement)

Part I: PROCUREMENTS

Item 1: MANUAL TRANSMISSION DAY CAB (SEMI TRUCK)– OAK CREEK CAMPUS

Background Information:

The Manufacturing Pathway is requesting the purchase of a Western Star 47X, Manual Transmission Day Cab. The purchasing process for this software was initiated and overseen by Dan Zdrojewski, Instructor, Commercial Driving.

The MATC Truck Driving Program continues to rely on aging manual-transmission tractors, now the oldest and most maintenance-intensive units in the fleet. These trucks, many between 15 and 20 years old, were originally acquired used and now require frequent repairs, including rust-related structural deterioration and drivetrain issues that significantly increase downtime and annual maintenance and repair costs. Despite the industry's gradual shift toward automatic transmissions, a substantial number of carriers and specialized occupations still require drivers to hold unrestricted CDLs, which can only be obtained by testing in a manual-transmission vehicle. Occupations such as utility line workers, municipal equipment operators, and vocational fleet drivers routinely operate manual-equipped trucks and cannot legally perform their duties with a restricted CDL.

To ensure MATC students remain fully employable across all sectors, the program must maintain reliable manual-transmission training equipment. The proposed 2027 Western Star 47X Day Cab, equipped with the Eaton Fuller RTLO-18913A manual transmission, provides a modern, durable, and industry-standard platform that aligns with current CDL testing requirements while replacing aging manual units that are no longer cost-effective to maintain. This investment ensures students can train on safe, dependable equipment and graduate with unrestricted credentials that maximize their employment opportunities.

This purchase will be made under the Sourcewell Cooperative contract 032824-DAI which meets all state of Wisconsin Procurement Requirements.

Positive action by the MATC District Board will result in a purchase from Truck Country of Wisconsin of Milwaukee, WI for a cost of \$166,788.00.

Part I: PROCUREMENTS

Item 2: FIREFIGHTER TURNOUT GEAR (PERSONAL PROTECTIVE EQUIPMENT) – OAK CREEK CAMPUS

Background Information:

The Serve Pathway is requesting the purchase of Firefighter Turnout Gear. The purchasing process for this equipment was initiated and overseen by Justin Klis, Associate Dean, Protective Services and Karen Warner, Emergency Medical Services Instructor.

The Protective Services Fire program trains students to state certification standards for Firefighter I and II, and every student who enters live-fire, search-and-rescue, and vehicle extrication evolutions must be outfitted in a complete, NFPA-compliant structural firefighting ensemble. The program's current turnout gear inventory is aging, includes damaged sets, and is insufficient to support growing program enrollment. State certification and NFPA standards prohibit students from participating in live training without full, compliant protective equipment, which directly limits the number of students we can safely train and, as Firefighter I and II class sizes continue to expand, places increased demand on our gear.

We are requesting to purchase firefighter personal protective equipment (PPE/turnout gear), the structural ensemble of coats, pants, hoods, gloves, and boots, through Jefferson Fire under state contract. Sourcing through the state contract enables rapid procurement and bypasses a competitive bid process while still delivering pre-negotiated, best-value pricing on state-approved equipment. This purchase directly addresses safety compliance, training continuity, and the increased demand on gear from expanding Firefighter I and II class sizes, ensuring that every enrolled student can participate in required training in reliable, standards-compliant equipment.

This purchase will be made under WTC Purchasing Consortium RFB 26-009 which meets all state of Wisconsin Procurement Requirements.

Positive action by the MATC District Board will result in a purchase from Jefferson Fire & Safety, Inc. of Middleton, WI for a cost of \$96,374.00.

Part I: PROCUREMENTS

Item 3: LEGAL DEPARTMENT OPERATING AND CONTRACT MANAGEMENT SOFTWARE – DISTRICT-WIDE

Background Information:

The MATC Legal Department is requesting the purchase of a Legal Operating and Contract Management Software. The purchasing process for this software was initiated and overseen by Sherry Terrell-Webb, Vice President and General Counsel and Tondalia Watnem, Legal and HR Analyst.

The MATC Legal Department is requesting the adoption of LawVu – a single connected platform – to manage and integrate MATC Legal functions. Unlike other Legal programs, LawVu offers a higher education-oriented solution, and does not require/center on billable hours.

This software will streamline processes and boost productivity with a central hub for all Legal work, including project and task management, templates, spend management, document and email storage, contract management and robust reporting abilities.

This purchase will be made under the Sole Source classification which meets all state of Wisconsin Procurement Requirements.

Positive action by the MATC District Board will result in a purchase from LawVu Limited of Tauranga, NZ for a cost of \$150,930.76 (Three (3) year agreement).

Part I: PROCUREMENTS

Item 4: CMS SOLUTION FOR HIGHER EDUCATION – DISTRICT-WIDE

Background Information:

The Marketing Department is requesting the purchase of a CMS Solution. The purchasing process for this software was initiated and overseen by Greg Lopez, Coordinator, Web Design.

The MATC Marketing team is requesting the renewal of Hannon Hill as the vendor to provide the CMS system. CMS (Content Management System) is software that lets you create, manage, and publish website content without writing code.

EVALUATION CRITERIA

Proposals were evaluated of how well the bidder completely and effectively responded to the RFP, as well as the degree of compliance requested, in addition to the affordability of the system proposed.

15 points	Reputation/experience in market
30 points	Ability to deliver customized services as detailed in MATC's RFP
30 points	Cost
10 points	Clarity and thoroughness of questionnaire responses
15 points	Accessibility tools to meet or exceed Federal requirements

Three (3) vendors were directly solicited and the RFP was posted on DemandStar:

- Hannon Hill
- Modern Campus
- TerminalFour

Seven (7) vendors responded:

- Blender Education
- Concourse
- Hannon Hill
- Modern Campus
- Oxcycon
- Prometsource
- TerminalFour

This purchase will be made under MATC RFP 27-01 which meets all state of Wisconsin Procurement Requirements.

Positive action by the MATC District Board will result in a purchase from Hannon Hill of Atlanta, GA for a cost of \$326,686.38 (up to Seven (7) year agreement).

Part I: PROCUREMENTS

Item 5: DATA MANAGEMENT PLATFORM – DISTRICT-WIDE

Background Information:

The Institutional Strategy Division is requesting the purchase of the Data Management Platform EAB Edify. The purchasing process for this platform and service was initiated and overseen by Dr. Jennifer Mikulay, Executive Director, Institutional Effectiveness and Research, and David Rowe, Chief Information Officer.

As MATC prepares for Enterprise Resource Planning (ERP) modernization, it seeks Board approval to implement Edify, a data management platform built for higher education. MATC has most recently partnered with EAB for strategic advisory services and holistic student support. Expanding our partnership to include Edify will ensure uninterrupted access to structured and governed enterprise data during ERP implementation, thereby ensuring continuity for reporting and business intelligence.

EAB Edify is a data management platform bundled with professional and technical services to provide: 1) a vendor-agnostic data lake and warehouse; 2) a higher education data model with data definitions and comprehensive data governance tools; 3) analytics, reports, dashboards, and business intelligence; and 4) AI-powered insights. Edify will allow MATC to create a connected data foundation to inform decisions, elevate performance, and improve accountability.

This purchase will be made under the Gateway Technical College RFP-1669 which meets all state of Wisconsin Procurement Requirements.

Positive action by the MATC District Board will result in a purchase from EAB Global, Inc of Washington, DC for a cost of \$1,103,500.00 (Five (5) year agreement).

Part II: CONSTRUCTION
Item 1: RENOVATION AND REMODELING
DMC FH Bookstore Relocation
MATC Bid Reference #2026-005 – Project #2025521

Background Information

Previously, the Board approved lists of renovation and remodeling capital projects for budget years. The projects and funding plan were also approved as part of respective year budget approvals.

This project involves the strategic renovation and relocation of the Downtown Milwaukee Campus Bookstore to the first floor of the Foundation Hall Building to optimize student access and campus space utilization. The specialized construction specifications outline a comprehensive interior build-out, including updated architectural layouts, modernized mechanical, electrical, and plumbing (MEP) systems, and specialized retail fixtures. Designed to streamline student book and supplies orders, the relocation transforms the existing space into a highly functional retail space tailored for textbook distribution, school merchandise displays, and efficient point-of-sale operations.

The contract recommended for approval below is for a single prime contract that pertains to the general construction for the previously mentioned areas.

Bid documents for the aforementioned work were prepared in accordance with Board policies and State regulations, and advertisements were placed in the *Daily Reporter*, the *Milwaukee Courier* and the *Spanish Journal*. **The bids were opened on September 3, 2026 with the following results which include the Base Bid, Alternates 1, 2, and the Allowance.**

REMODELING SPECIFIED AREAS & RELATED WORK (Comprehensive Single Prime)

Bear Construction	\$709,054.00*
Creative Constructors	\$798,100.00
Allcon Construction	\$728,365.00

Proposals were evaluated, and the low qualified bid, as indicated by the asterisk, has met specifications. There were no challenges to the bid document or the manner in which the successful bidder was selected.

Positive action by the board on this item will authorize the issuance of a contract in the amount shown to the firm indicated by the asterisk.

Attachment 5 – a

\$1,500,000.00

Milwaukee Area Technical College District, Wisconsin
General Obligation Promissory Notes, Series 2026-27D

**RESOLUTION AUTHORIZING THE SALE OF \$1,500,000.00
GENERAL OBLIGATION PROMISSORY NOTES, SERIES 2026-27D**

WHEREAS, pursuant to Section 67.12(12) of the Wisconsin Statutes, as amended (the “Act”), the Milwaukee Area Technical College District, Wisconsin (the “District”), is authorized to issue notes of the District in the aggregate amount of \$1,500,000.00 for the public purpose of financing building remodeling and improvement projects, consisting of projects included in the District's 2026-2027 building remodeling and improvement program (the public purpose projects described above are hereafter referred to as the “Public Purposes”); and

WHEREAS, on August 18, 2026, the District authorized the issuance of \$1,500,000.00 General Obligation Promissory Notes, Series 2026-27D (the “Notes”) for the Public Purposes; and

WHEREAS, the District has prepared and distributed a Preliminary Official Statement, dated September 8, 2026 (the “Preliminary Official Statement”), describing the Notes and the security therefor; and

WHEREAS, the District has examined proposed documentation for the Notes (collectively, the “Note Documents”), as follows:

- (a) an Official Notice of Sale issued by the District and a Parity Bid Form (the “Note Purchase Agreement”) to be entered into between the District and the Underwriter, providing for the sale of the Notes; and
- (b) the Preliminary Official Statement.

WHEREAS, it is now expedient and necessary for the District to issue its general obligation promissory notes in the amount of \$1,500,000.00 for the Public Purposes;

NOW, THEREFORE, the District hereby resolves as follows:

Section 1. Definitions. The following terms shall have the following meanings in this Resolution unless the text expressly or by implication requires otherwise:

“Act” shall mean Section 67.12(12) of the Wisconsin Statutes;

“Code” shall mean the Internal Revenue Code of 1986, as amended;

“Continuing Disclosure Agreement” shall mean the Continuing Disclosure Agreement, executed and delivered by the Issuer, dated October 13, 2026 (the “Continuing Disclosure Agreement”), delivered by the District for the purpose of complying with the requirements of Rule 15c2-12 promulgated by the Securities and Exchange Commission under the Securities Exchange Act of 1934, as amended;

“Dated Date” shall mean October 13, 2026;

“Debt Service Fund” shall mean the Debt Service Fund of the District, which shall be the “special redemption fund” as such term is defined in the Act;

“District” shall mean the Milwaukee Area Technical College District, Wisconsin;

“Fiscal Agent” shall mean the Treasurer of the District or such other entity as the District may approved to act as fiscal agent;

“Governing Body” shall mean the Board of the District, or such other body as may hereafter be the chief legislative body of the District;

“Initial Resolution” shall mean the “Resolution Authorizing the Issuance of \$1,500,000.00 General Obligation Promissory Notes, Series 2026-27D of Milwaukee Area Technical College District, Wisconsin”, adopted by the Governing Body on August 18, 2026;

“Note Registrar” means the Secretary of the District;

“Notes” shall mean the \$1,500,000.00 General Obligation Promissory Notes, Series 2026-27D, of the District;

“Public Purposes” shall mean the public purpose of financing \$1,500,000.00 of building remodeling and improvement projects, consisting of projects included in the District's 2026-2027 building remodeling and improvement program, and paying certain costs of issuance;

“Purchase Price” shall mean \$1,554,363.00 (\$1,500,000.00 par amount of Notes, plus premium of \$62,763.00, less underwriter's discount of \$8,400.00);

“Record Date” shall mean the close of business on the fifteenth day of the calendar month next preceding any principal or interest payment date;

“Securities Depository” means The Depository Trust Company, New York, New York, or its nominee; and

“Underwriter” means TD Financial Products LLC.

Section 2. Authorization of the Notes. For the purpose of financing the Public Purposes, there shall be borrowed on the full faith and credit of the District the sum of \$1,500,000.00; and fully registered general obligation promissory notes of the District are authorized to be issued in evidence thereof.

Section 3. Sale of the Notes. To evidence such indebtedness, (i) the Chairperson or the Vice Chairperson and (ii) the Secretary of the District or other officer are hereby authorized, empowered and directed to make, execute, issue and sell to the Underwriter for, on behalf of and in the name of the District, general obligation promissory notes in the aggregate principal amount of One Million Five Hundred Thousand Dollars (\$1,500,000.00) for the Purchase Price, plus accrued interest to the date of delivery.

Section 4. Terms of the Notes. The Notes shall be designated "General Obligation Promissory Notes, Series 2026-27D"; shall be dated the Dated Date; shall be numbered one and upward; shall bear interest as shown on the Maturity Schedule below; shall be issued in denominations of \$5,000 or any integral multiple thereof; and shall mature on the dates and in the amounts as set forth below. Interest on the Notes shall accrue from the Interest Accrual Date and shall be payable semi-annually on June 1 and December 1 of each year, commencing on June 1, 2027.

MATURITY SCHEDULE

<u>Maturity Date</u>	<u>Principal Amount</u>	<u>Interest Rate</u>
June 1, 2028	\$350,000	4.00%
June 1, 2029	\$500,000	5.00%
June 1, 2030	\$500,000	5.00%
June 1, 2031	\$150,000	4.00%

The Notes of this issue shall not be subject to call and payment prior to maturity.

Section 5. Form, Execution, Registration and Payment of the Notes. The Notes shall be issued as registered obligations in substantially the form attached hereto as Exhibit A and incorporated herein by this reference.

The Notes shall be executed in the name of the District by the manual signatures of (i) the Chairperson or the Vice Chairperson and (ii) the Secretary or other officer, and may be sealed with its official or corporate seal, if any.

The principal of, premium, if any, and interest on the Notes shall be paid by the Fiscal Agent.

Both the principal of and interest on the Notes shall be payable in lawful money of the United States of America by the Fiscal Agent. Payment of principal of the final maturity on the Notes will be payable upon presentation and surrender of the Notes to the Fiscal Agent. Payment of principal on the Notes (except the final maturity) and each installment

of interest shall be made to the registered owner of each Note who shall appear on the registration books of the District, maintained by the Note Registrar, on the Record Date and shall be paid by check or draft of the Fiscal Agent and mailed to such registered owner at the address appearing on such registration books or at such other address may be furnished in writing to such registered owner to the Note Registrar.

Section 6. Note Proceeds. The sale proceeds of the Notes (exclusive of accrued interest, printing distribution and filing fees, and any premium received) shall, forthwith upon receipt, be placed in and kept by the District Treasurer as a separate fund to be known as the Promissory Notes, Series 2026-27D, Borrowed Money Fund (hereinafter referred to as the "Borrowed Money Fund"). Moneys in the Borrowed Money Fund shall be used solely for the purposes for which borrowed or for transfer to the Debt Service Fund as provided by law.

Section 7. Tax Levy. In order to provide for the collection of a direct annual tax sufficient in amount to pay and for the express purpose of paying the interest on the Notes as it falls due and also to pay and discharge the principal thereof at maturity, there is hereby levied upon all of the taxable property in the District, in addition to all other taxes, a nonrepealable, direct, annual tax in an amount sufficient for that purpose. This tax shall be from year to year carried into the tax roll of the District and collected in addition to all other taxes and in the same manner and at the same time. Said tax is to be for the following years and in the following minimum amounts:

<u>Year of Levy</u>	<u>Amount of Tax</u>
2026	\$79,333.33
2027	\$413,000.00
2028	\$543,500.00
2029	\$518,500.00
2030	\$153,000.00

The District shall be and continue without power to repeal such levy or obstruct the collection of said tax until all such payments have been made or provided for. After the issuance of the Notes, said tax shall be carried into the tax rolls of the District and collected as other taxes are collected, provided that the amount of tax carried into said tax rolls with respect to the Notes may be reduced by the amount of any surplus money in the Debt Service Fund created pursuant to Section 8 below.

If there shall be insufficient funds from the tax levy to pay the principal of or interest on the Notes when due, the said principal or interest shall be paid from other funds of the District on hand, said amounts to be returned when said taxes have been collected.

There be and there hereby is appropriated from taxes levied by the District in anticipation of the issuance of the Notes and other funds of the District on hand a sum sufficient to be deposited in the Debt Service Fund to meet payments with respect to debt service due for the year 2027.

Section 8. Debt Service Fund. Within the debt service fund previously established within the treasury of the District, there be and there hereby is established a separate and distinct fund designated as the "Debt Service Fund for \$1,500,000.00 General Obligation Promissory Notes, Series 2026-27D, dated October 13, 2026" (the "Debt Service Fund"), and such fund shall be maintained until the indebtedness evidenced by the Notes is fully paid or otherwise extinguished. The District Treasurer shall deposit in such Debt Service Fund (i) all accrued interest received by the District at the time of delivery of and payment for the Notes; (ii) the taxes herein levied for the specific purpose of meeting principal of and interest on the Notes when due; (iii) such other sums as may be necessary at any time to pay principal of and interest on the Notes when due; (iv) any premium which may be received by the District above the par value of the Notes and accrued interest thereon; (v) surplus moneys in the Borrowed Money Fund for the Notes; and (vi) such further deposits as may be required by Section 67.11 of the Wisconsin Statutes.

No money shall be withdrawn from the Debt Service Fund and appropriated for any purpose other than the payment of principal of and interest on the Notes until all such principal and interest has been paid in full and canceled; provided (i) the funds to provide for each payment of principal of and interest on the Notes prior to the scheduled receipt of taxes from the next succeeding tax collection may be invested in direct obligations of the United States of America maturing in time to make such payments when they are due or in other investments permitted by law; and (ii) any funds over and above the amount of such principal and interest payments on the Notes may be used to reduce the next succeeding tax levy, or may, at the option of the District, be invested by purchasing the Notes as permitted by and subject to Section 67.11(2)(a) of the Wisconsin Statutes in interest-bearing obligations of the United States of America, in other obligations of the District or in other investments permitted by law, which investments shall continue as a part of the Debt Service Fund.

When all of the Notes have been paid in full and canceled, and all permitted investments disposed of, any money remaining in the Debt Service Fund shall be deposited in the general fund of the District, unless the District Board directs otherwise.

Section 9. Deposits and Investments. The Debt Service Fund shall be kept apart from moneys in the other funds and accounts of the District and the same shall be used for no purpose other than the prompt payment of principal of and interest on the Notes as the same becomes due and payable. All moneys therein shall be deposited in special and segregated accounts in a public depository selected under Chapter 34 of the Wisconsin Statutes and may be temporarily invested until needed in legal investments subject to the provisions of Sections 66.0603(1m) and 67.10(3) of the Wisconsin Statutes. All income derived from such investments shall be regarded as revenues of the District. No such investment shall be in such a manner as would cause the Notes to be "arbitrage bonds" within the meaning of Section 148 of the Code or the Regulations of the Commissioner of Internal Revenue thereunder.

The District Treasurer or other officers shall, on the basis of the facts, estimates and circumstances in existence on the date of closing, make such certifications as are

necessary to permit the conclusion that the Notes are not “arbitrage bonds” under Section 148 of the Code or the Regulations of the Commissioner of Internal Revenue thereunder.

Section 10. Sale of Notes. The terms, conditions and provisions of the Notes and the Note Documents are, in all respects, authorized and approved. The form of the Note Purchase Agreement is hereby approved. The Notes shall be sold and delivered in the manner, at the Purchase Price, plus interest accrued from the Interest Accrual Date to the closing date, pursuant to the terms and conditions set forth in the Note Purchase Agreement.

The preparation of the Preliminary Official Statement and the Final Official Statement, and their use as contemplated in the Note Purchase Agreement, are hereby approved. The Preliminary Official Statement is “deemed final” as of its date, except for omissions or subsequent modifications permitted under Rule 15c2-12 of the Securities and Exchange Commission. The Chairperson, the Vice Chairperson and Secretary of the District are authorized and directed to do any and all acts necessary to conclude delivery of the Notes to the Underwriter, as soon after adoption of this Resolution as is convenient.

Section 11. Book-Entry Only Notes. The Notes shall be transferable as follows:

(a) Each maturity of Notes will be issued as a single Note in the name of the Securities Depository, or its nominee, which will act as depository for the Notes. During the term of the Notes, ownership and subsequent transfers of ownership will be reflected by book entry on the records of the Securities Depository and those financial institutions for whom the Securities Depository effects book entry transfers (collectively, the “Participants”). No person for whom a Participant has an interest in Notes (a “Beneficial Owner”) shall receive bond certificates representing their respective interest in the Notes except in the event that the Securities Depository or the District shall determine, at its option, to terminate the book-entry system described in this Section. Payment of principal of, and interest on, the Notes will be made by the Fiscal Agent to the Securities Depository which will in turn remit such payment of principal and interest to its Participants which will in turn remit such principal and interest to the Beneficial Owners of the Notes until and unless the Securities Depository or the District elect to terminate the book entry system, whereupon the District shall deliver bond certificates to the Beneficial Owners of the Notes or their nominees. Note certificates issued under this Section may not be transferred or exchanged except as provided in this Section.

(b) Upon the reduction of the principal amount of any maturity of Notes, the Registered Noteowner may make a notation of such redemption on the panel of the Note, stating the amount so redeemed, or may return the Note to the District for exchange for a new Note in a proper principal amount. Such notation, if made by the Noteowner, may be made for reference only, and may not be relied upon by any other person as being in any way determinative of the principal amount of such Note Outstanding, unless the Note Registrar initialed the notation on the panel.

(c) Immediately upon delivery of the Notes to the purchasers thereof on the delivery date, such purchasers shall deposit the bond certificates representing all of the Notes with the Securities Depository. The Securities Depository, or its nominee, will be the sole Noteowner of the Notes, and no investor or other party purchasing, selling or otherwise transferring ownership of any Notes will receive, hold or deliver any bond certificates as long as the Securities Depository holds the Notes immobilized from circulation.

(d) The Notes may not be transferred or exchanged except:

(1) To any successor of the Securities Depository (or its nominee) or any substitute depository ("Substitute Depository") designated pursuant to (ii) below, provided that any successor of the Securities Depository or any Substitute Depository must be a qualified and registered "clearing agency" as provided in Section 17L of the Securities Exchange Act of 1934, as amended;

(2) To a Substitute Depository designated by or acceptable to the District upon (a) the determination by the Securities Depository that the Notes shall no longer be eligible for depository services or (b) a determination by the District that the Securities Depository is no longer able to carry out its functions, provided that any such Substitute Depository must be qualified to act as such, as provided in subparagraph (1) above; or

(3) To those persons to whom transfer is requested in written transfer instructions in the event that:

(i) The Securities Depository shall resign or discontinue its services for the Notes and, only if the District is unable to locate a qualified successor within two months following the resignation or determination of noneligibility, or

(ii) Upon a determination by the District that the continuation of the book entry system described herein, which precludes the issuance of certificates to any Noteowner other than the Securities Depository (or its nominee) is no longer in the best interest of the Beneficial Owners of the Notes.

(e) The Depository Trust Company, New York, New York, is hereby appointed the Securities Depository for the Notes.

Section 12. Undertaking to Provide Continuing Disclosure. The (i) Chairperson or the Vice Chairperson and (ii) Secretary of the District are hereby authorized and directed to execute on behalf of the District, the Continuing Disclosure Agreement in connection with the Notes for the purpose of complying with the requirements of Rule 15c2-12 promulgated by the Securities and Exchange Commission under the Securities Exchange Act of 1934, as amended.

Section 13. Compliance with Federal Tax Laws.

(a) The District represents and covenants that the project financed by the Notes and their ownership, management and use will not cause the Notes to be “private activity bonds” within the meaning of Section 141 of the Code, and the District shall comply with the provisions of the Code to the extent necessary to maintain the tax-exempt status of the interest on the Notes.

(b) The District also covenants to use its best efforts to meet the requirements and restrictions of any different or additional federal legislation which may be made applicable to the Notes, provided that in meeting such requirements the District will do so only to the extent consistent with the proceedings authorizing the Notes and the laws of Wisconsin, and to the extent there is a reasonable period of time in which to comply.

Section 14. Rebate Fund. If necessary, the District shall establish and maintain, so long as the Notes are outstanding, a separate account to be known as the “Rebate Fund” for the purpose of complying with the rebate requirements of Section 148(f) of the Code. The Rebate Fund is for the sole purpose of paying rebate to the United States of America, if any, on amounts of bond proceeds held by the District. The District hereby covenants and agrees that it shall pay from the Rebate Fund the rebate amounts as determined herein to the United States of America.

The District may engage the services of accountants, attorneys, or other consultants necessary to assist it in determining rebate amounts. Amounts held in the Rebate Fund and the investment income therefrom are not pledged as security for the Notes and may only be used to pay amounts to the United States. The District shall maintain or cause to be maintained records of such determinations until six (6) years after payment in full of the Notes and shall make such records available upon reasonable request therefor.

Section 15. Defeasance. When all Notes have been discharged, all pledges, covenants and other rights granted to the owners thereof by this Resolution shall cease. The District may discharge all Notes due on any date by irrevocably depositing in escrow with a suitable bank or trust company a sum of cash and/or bonds or securities issued or guaranteed as to principal and interest of the U.S. Government, or of a commission, board or other instrumentality of the U.S. Government (“Government Obligations”), or of securities wholly and irrevocably secured as to principal and interest by Government Obligations and rated in the highest rating category of a nationally recognized rating service, maturing on the dates and bearing interest at the rates required to provide funds sufficient to pay when due the interest to accrue on each of said Note to its maturity or, at the District's option, if said Note is prepayable to any prior date upon which it may be called for redemption, and to pay and redeem the principal amount of each such Note at maturity, or at the District's option, if said Note is prepayable, at its earliest redemption date, with the premium required for such redemption, if any, provided that notice of the redemption of all prepayable Notes on such date has been duly given or provided for.

Section 16. Resolution a Contract. The provisions of this Resolution shall constitute a contract between the District and the owner or owners of the Notes, and after issuance of any of the Notes no change or alteration of any kind in the provisions of this Resolution may be made, except as provided in Section 18, until all of the Notes have been paid in full as to both principal and interest. The owner or owners of any of the Notes shall have the right in addition to all other rights, by mandamus or other suit or action in any court of competent jurisdiction, to enforce such owner's or owners' rights against the District, the Governing Body thereof, and any and all officers and agents thereof including, but without limitation, the right to require the District, its Governing Body and any other authorized body, to fix and collect rates and charges fully adequate to carry out all of the provisions and agreements contained in this Resolution.

Section 17. General Authorizations. The Chairperson, the Vice Chairperson and the Secretary of the District and the appropriate deputies and officials of the District in accordance with their assigned responsibilities are hereby each authorized to execute, deliver, publish, file and record such other documents, instruments, notices and records and to take such other actions as shall be necessary or desirable to accomplish the purposes of this Resolution and to comply with and perform the obligations of the District under the Notes. The execution or written approval of any document by the Chairperson, the Vice Chairperson or Secretary of the District herein authorized shall be conclusive evidence of the approval by the District of such document in accordance with the terms hereof.

In the event that said officers shall be unable by reason of death, disability, absence or vacancy of office to perform in timely fashion any of the duties specified herein (such as the execution of Notes), such duties shall be performed by the officer or official succeeding to such duties in accordance with law and the rules of the District.

Any actions taken by the Chairperson, the Vice Chairperson and Secretary or other officer consistent with this Resolution are hereby ratified and confirmed.

Section 18. Amendment to Resolution. After the issuance of any of the Notes, no change or alteration of any kind in the provisions of this Resolution may be made until all of the Notes have been paid in full as to both principal and interest, or discharged as herein provided, except: (a) the District may, from to time, amend this Resolution without the consent of any of the owners of the Notes, but only to cure any ambiguity, administrative conflict, formal defect, or omission or procedural inconsistency of this Resolution; and (b) this Resolution may be amended, in any respect, with a written consent of the owners of not less than two-thirds (2/3) of the principal amount of the Notes then outstanding; provided, however, that no amendment shall permit any change in the pledge of tax revenues of the District or the maturity of any Note issued hereunder, or a reduction in the rate of interest on any Note, or in the amount of the principal obligation thereof, or in the amount of the redemption premium payable in the case of redemption thereof, or change the terms upon which the Notes may be redeemed or make any other

modification in the terms of the payment of such principal or interest without the written consent of the owner of each such Note to which the change is applicable.

Section 19. Illegal or Invalid Provisions. In case any one or more of the provisions of this Resolution or any of the Notes shall for any reason be held to be illegal or invalid, such illegality or invalidity shall not affect any other provision of this Resolution or of the Notes.

Section 20. Conflicting Resolutions. All ordinances, resolutions, or orders, or parts thereof heretofore enacted, adopted or entered, in conflict with the provisions of this Resolution, are hereby repealed and this Resolution shall be in effect from and after its passage.

[SIGNATURE PAGE TO FOLLOW]

Adopted: September 15, 2026.

Erica L Case
Chairperson of the District

Attest:

Dr. Waleed Najeeb
Secretary of the District

Recorded on September 15, 2026.

Dr. Waleed Najeeb
Secretary of the District

EXHIBIT A

UNITED STATES OF AMERICA
STATE OF WISCONSIN
MILWAUKEE AREA TECHNICAL COLLEGE DISTRICT
GENERAL OBLIGATION PROMISSORY NOTE, SERIES 2026-27D

<u>Number</u>	<u>Interest Rate</u>	<u>Maturity Date</u>	<u>Dated Date</u>	<u>Principal Amount</u>	<u>CUSIP</u>
R-____	____%	June 1, 20__	_____	\$_____	602369____

FOR VALUE RECEIVED, Milwaukee Area Technical College District, Wisconsin, promises to pay to CEDE & CO., or registered assigns, the principal sum of _____ (\$_____) on the maturity date specified above, together with interest thereon from _____ or the most recent payment date to which interest has been paid, unless the date of registration of this Note is after the 15th day of the calendar month immediately preceding an interest payment date, in which case interest will be paid from such interest payment date, at the rate per annum specified above, such interest being payable on June 1 and December 1 of each year, with the first interest on this issue being payable on _____.

The Notes of this issue shall not be subject to call and payment prior to maturity.

Both principal hereof and interest hereon are hereby made payable to the registered owner in lawful money of the United States of America, and for the prompt payment of this Note with interest thereon as aforesaid, and the levying and collection of taxes sufficient for that purpose, the full faith, credit and resources of the District are hereby irrevocably pledged. The principal of this Note shall be payable only upon presentation and surrender of this Note to the District Treasurer at the principal office of the District. Interest hereon shall be payable by check or draft dated as of the applicable interest payment date and mailed from the office of the District Treasurer to the person in whose name this Note is registered at the close of business on the fifteenth day of the calendar month next preceding each interest payment date.

This Note is transferable only upon the books of the District kept for that purpose by the District Secretary at the principal office of the District, by the registered owner in person or his duly authorized attorney, upon surrender of this Note together with a written instrument of transfer (which may be endorsed hereon) satisfactory to the District Secretary duly executed by the registered owner or his duly authorized attorney. Thereupon a new Note or Notes of the same aggregate principal amount, series and maturity shall be issued to the transferee in exchange therefor. The District may deem and treat the person in whose name this Note is registered as the absolute owner hereof

for the purpose of receiving payment of or on account of the principal or interest hereof and for all other purposes. The Notes are issuable solely as negotiable, fully registered Notes without coupons in authorized denominations of \$5,000 or any whole multiple thereof.

This Note is one of an issue aggregating \$1,500,000.00 issued pursuant to the provisions of Section 67.12(12) of the Wisconsin Statutes, for the public purpose of financing \$1,500,000.00 building remodeling and improvement projects, consisting of projects included in the District's 2026-2027 building remodeling and improvement program (the public purpose projects described above are hereafter referred to as the "Public Purposes") and is authorized by a resolution of the District Board of the District, duly adopted by said District Board at its meetings duly convened on _____ and _____, which resolutions are recorded in the official book of its minutes for said date.

It is hereby certified and recited that all conditions, things and acts required by law to exist or to be done prior to and in connection with the issuance of this Note have been done, have existed and have been performed in due form and time; that the aggregate indebtedness of the District, including this Note and others authorized simultaneously herewith, does not exceed any limitations imposed by law or the Constitution of the State of Wisconsin; and that the District has levied a direct, annual irrevocable tax sufficient to pay this Note, together with interest thereon when and as payable.

No delay or omission on the part of the owner hereof to exercise any right hereunder shall impair such right or be considered as a waiver thereof or as a waiver of or acquiescence in any default hereunder.

IN WITNESS WHEREOF, the District Board of Milwaukee Area Technical College District, Wisconsin, has caused this Note to be signed on behalf of said District by its duly qualified and acting Chairperson or Vice Chairperson, and Secretary or other officer, and its corporate seal to be impressed hereon, all as of the date of original issue specified above.

MILWAUKEE AREA TECHNICAL
COLLEGE DISTRICT, WISCONSIN

By: _____

Chairperson of the District

Attest: _____

Secretary of the District

(Form of Assignment)

FOR VALUE RECEIVED the undersigned hereby sells, assigns and transfers unto

(Please print or typewrite name and address,
including zip code, of Assignee)

(Please print or typewrite Social Security or
other identifying number of Assignee)

the within Note and all rights thereunder, hereby irrevocably constituting and appointing

(Please print or type name of Attorney)

Attorney to transfer said Note on the books kept for the registration thereof with full power of substitution in the premises.

Dated: _____

NOTICE: The signature to this assignment must correspond with the name as it appears upon the face of the within Note in every particular without alteration or enlargement or any change whatever.

Signature(s) guaranteed by:

**RESOLUTION AUTHORIZING THE ISSUANCE OF \$1,500,000.00
GENERAL OBLIGATION PROMISSORY NOTES, SERIES 2026-27E
OF MILWAUKEE AREA TECHNICAL COLLEGE DISTRICT, WISCONSIN**

WHEREAS, Milwaukee Area Technical College District (the "District") is presently in need of \$1,500,000.00 for the public purposes of financing building remodeling and improvement projects, consisting of projects included in the District's 2026-2027 building remodeling and improvement program that are anticipated to occur in 2026-2027; and

WHEREAS, it is in the best interest of the District that the monies needed for such purpose be borrowed through the issuance of general obligation promissory notes pursuant to Section 67.12(12), Wis. Stats.; now therefore be it

RESOLVED, that the District shall issue general obligation promissory notes in the amount of \$1,500,000.00 for the public purposes of financing building remodeling and improvement projects, consisting of projects included in the District's 2026-2027 building remodeling and improvement program that are anticipated to occur in 2026-2027; and be it

FURTHER RESOLVED, that the District Secretary shall, within 10 (ten) days hereafter, cause public notice of the adoption of this resolution to be given to the electors of the District by publishing a notice thereof in the Milwaukee Journal Sentinel, a newspaper published and having general circulation in the District, which newspaper is found and determined to be likely to give notice to the electors, such notice to be in substantially the form set forth in Attachment A to this resolution.

Adopted: September 15, 2026.

Erica L Case, Chairperson

Attest:

Dr. Waleed Najeeb, District Secretary

Recorded on September 15, 2026.

Dr. Waleed Najeeb, District Secretary

Attachment A

NOTICE

TO THE ELECTORS OF:

Milwaukee Area 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 September 15, 2026, adopted, pursuant to the provisions of Section 67.12(12) of the Wisconsin Statutes, a resolution entitled, "RESOLUTION AUTHORIZING THE ISSUANCE OF \$1,500,000.00 GENERAL OBLIGATION PROMISSORY NOTES, SERIES 2026-27E, OF MILWAUKEE AREA TECHNICAL COLLEGE DISTRICT, WISCONSIN," which provides that the sum of \$1,500,000.00 be borrowed through the issuance of the District's general obligation promissory notes for the public purposes of financing building remodeling and improvement projects, consisting of projects included in the District's 2026-2027 building remodeling and improvement program that are anticipated to occur in 2026-2027.

A copy of said resolution is on file in the District Office, 700 West State Street, Milwaukee, Wisconsin, and is available for public inspection weekdays, except holidays, between the hours of 8:00 A.M. and 4:00 P.M.

The District Board need not submit the resolution authorizing this borrowing 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), Wis. Stats., requesting a referendum thereon at a special election.

Dated: September 15, 2026.

BY ORDER OF THE DISTRICT BOARD:

District Secretary



Title: Title IX Policy Against Sex-based Discrimination and Other Forms of Sexual Misconduct	Code: C0201
Authority: Wis. Stats., § 20 U.S.C. §1681 et seq.; 42 U.S.C. § 2000e et seq.; 20 U.S.C. §1092(f) (2018); Wis. Stats. s. 111.31 et seq.; Wis. Stats. s. 38.12; 34 C.F.R. § 106.8; 34 C.F.R. § 106.45	Original Adoption: 4/26/22 Revised/Reviewed: 4/26/22 Effective: 4/22/26

MATC does not discriminate on the basis of sex and prohibits sex-based discrimination in its education programs and activities, including in admissions and employment, as required by Title IX of the Education Amendments of 1972 and Part 106 of Title 34 of the Code of Federal Regulations. This policy reflects the District Board's commitment to ensuring equal access to its education programs and activities. For the purposes of Title IX, sex discrimination is a term that encompasses sexual harassment, including all forms of sexual violence. Importantly, Title IX generally does not apply to sex discrimination that occurs outside of the United States. Inquiries about how Title IX and Part 106 of Title 34 of the Code of Federal Regulations apply to MATC may be referred to MATC's Title IX Coordinator, the Assistant Secretary at the U.S. Department of Education, or both. Contact information for MATC is as follows:

- **Chad Noel**

Title IX Coordinator

Phone: 414-297-7307

Email: noelc1@matc.edu

Office: 700 W. State St., Milwaukee, WI 53233-1443, Rm. M275

- **Dan McColgan**

Director of Labor Relations

Phone: 414-297-7688

Email: mccolgad@matc.edu

Office: 700 W. State St., Milwaukee, WI 53233-1443, Rm. M254

- **Will Smith III**

Deputy Title IX Coordinator

Phone: 414-297-7275

Email: smithwo@matc.edu

Office: 700 W. State St., Milwaukee, WI 53233-1442, Rm. 281

Contact information for the U.S. Department of Education:

Assistant Secretary

U.S. Department of Education

400 Maryland Avenue, SW

Washington, DC 20202-1100

1-800-USA-LEARN

Website: www.ed.gov



POLICY

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MATC has adopted a Process for Resolving Complaints of Sex Discrimination and Sex-Based Harassment to ensure the prompt and equitable resolution of formal complaints alleging conduct prohibited by this Policy. Refer to **MATC Procedure CC0200 - Process for Resolving Complaints of Sex Discrimination and Sexual Harassment**. In accordance with Wis. Stat. § 38.23(2)(a), this Policy, in conjunction with MATC Procedure CC0200, establishes the College's required policies and procedures to protect students from sex discrimination by providing: (1) criteria for determining whether discrimination has occurred; (2) appropriate remedies and sanctions for violations; (3) a requirement that complainants file a complaint with the College within 300 days of the alleged violation; and (4) specific timeframes for each procedural step, final decision-making, and appeals.

Notice of conduct that would constitute sexual harassment becomes Actual Knowledge of potential sexual harassment – triggering a response obligation by MATC (Title IX Coordinator) - if the report was made by a student, employee, or any person who was participating or attempting to participate in any program or activity at the time of the alleged conduct, and the report was made to the Title IX Coordinator, Director of Labor Relations, Deputy Title IX Coordinator, or any other employee with the authority to institute corrective measures on behalf of MATC. Reports of sex discrimination may be made in person, by mail, by telephone, by electronic mail, or by any other means that results in the employees identified in this Policy receiving the person's verbal or written report.

Sex Discrimination Defined

Sex-based discrimination encompasses all variety of discrimination on the basis of sex, and appears in the form of disparate treatment or sexual harassment. Disparate treatment on the basis of sex means treating one person differently from another in determining whether such person satisfies any requirement or condition for the provision of such aid, benefit, or service. Disparate treatment manifests in a number of ways, including, but not limited to, being excluded from a program, subjecting a person to different rules or standards, being paid less than one's colleagues, being graded more harshly, being denied any aid, benefit or service, being passed over for promotion, not getting hired, or getting fired, for example. Sex discrimination and sexual harassment receive distinct treatment under Title IX.

Sexual Harassment Defined

Sexual harassment is conduct on the basis of sex that meets one or more of the following: (1) Quid Pro Quo; (2) Hostile Environment; (3) Sexual Assault, (4) Dating Violence; (5) Domestic Violence; or (6) Stalking, as further defined below.

1) Quid pro quo: "Something for Something"



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- an employee conditioning the provision of an aid, benefit, or service of MATC on an individual's participation in unwelcome sexual conduct

2) Hostile Environment Harassment:

- unwelcome sex-based conduct determined by a reasonable person to be,
- so severe, pervasive, and objectively offensive,
- that it effectively denies a person equal access to an education program or activity

Examples of conduct that may not give rise to a hostile environment include, but are not limited to, one stray remark, one offensive particular expression perceived by some persons standing alone, and a statement of one's point of view on an issue of debate, even if the other person disagrees strongly.

3) Sexual Assault:

Sexual assault means an offense classified as a forcible or nonforcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation (as defined by the Clery statute). Such offenses include:

a. Rape

- Penetration,
- without the consent of the Complainant,
- including instances where the Complainant is incapable of giving consent,
 - because of their age or,
 - because of their temporary or permanent mental or physical incapacity

b. Sodomy

- Oral or anal penetration,
- of the Complainant by the Respondent,
- without the consent of the Complainant,
- including instances where the Complainant is incapable of giving consent,
 - because of their age or,
 - because of their temporary or permanent mental or physical incapacity

c. Sexual Assault with an Object

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- Respondent's use of an object or instrument,
- to unlawfully penetrate, however slightly, the genital or anal opening,
- of the body of the Complainant,
- without the consent of the Complainant,
- including instances where the Complainant is incapable of giving consent,
 - because of their age or,
 - because of their temporary or permanent mental or physical incapacity

d. Fondling

- The touching of the private body parts (breasts, buttocks, groin) of the Complainant by the Respondent,
- or causing the Complainant to touch the Respondent's private body parts,
- intentionally for a sexual purpose,
- without the consent of the Complainant, including instances where the Complainant is incapable of giving consent,
 - because of their age or,
 - because of their temporary or permanent mental incapacity or physical incapacity

e. Incest

- Non-forcible sexual intercourse between persons who are related to each other,
- within the degrees wherein marriage is prohibited by Wisconsin law

f. Statutory Rape:

- Non-Forcible sexual intercourse with a person,
- who is under the statutory age of consent of the state of Wisconsin

4) Dating Violence:

- Violence¹ committed by a person,

¹ Violence is an offense that has as an element the use, attempted use, or threatened use of physical force against the person or property of another, or any other offense that is a felony and that, by its nature, involves a



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- who is or has been in a romantic or intimate relationship with the victim; and
- where the existence of such a relationship shall be determined based on a consideration of the following factors:
 - length of the relationship,
 - the type of relationship,
 - the frequency of the interaction between the Parties involved in the relationship

5) Domestic Violence:

- Felony or misdemeanor crimes committed by a current or former spouse or intimate partner of the victim under the family or domestic violence laws of the jurisdiction receiving grant funding and, in the case of victim services, the use or attempted use of physical abuse or sexual abuse, or a pattern of any other coercive behavior committed, enabled, or solicited to gain or maintain power and control over a victim, including verbal psychological, economic, or technological abuse that may or may not constitute criminal behavior, by a person who:
 - is a current or former spouse or intimate partner of the victim, or person similarly situated to a spouse of the victim,
 - is cohabitating, or has cohabitated, with the victim as a spouse or intimate partner,
 - shares a child in common with the victim, or
 - commits acts against a youth or adult victim who is protected from those acts under the family or domestic violence laws of the jurisdiction

6) Stalking:

- engaging in a course of conduct directed at a specific person that would cause a reasonable person to:
 - fear for his or her safety or the safety of others, or
 - suffer substantial emotional distress

Consent Defined

substantial risk that physical force against the person or property of another may be used in the course of committing the offense.



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Consent is a clear, knowing, and voluntary agreement to engage in specific sexual activity. Consent must be affirmative, meaning it is expressed by clearly understandable words or actions—not silence or inaction. Consent is ongoing; it must be present throughout the activity and can be withdrawn at any time.

Consent cannot be given if:

- Coerced: Permission was gained through the use of force, violence, threats, intimidation, or deception
- Incapacitated: An individual lacks the capacity to give knowing consent due to the consumption of alcohol or drugs, unconsciousness, sleep, or a physical or mental disability. This includes individuals who are unable to understand the "who, what, when, where, why, or how" of their sexual interactions
- Age of Consent: One of the parties is a minor under the legal age of consent as defined by Wisconsin law
- Past Relationship: Consent to one sexual act or a prior relationship does not constitute consent to future acts

Reporting Sex Discrimination or Sexual Harassment

A report of sex discrimination or sexual harassment may be made by a student, employee, or any individual who was participating or attempting to participate in any MATC program or activity at the time of the alleged conduct. The report can be made in person, by mail, by telephone, electronic mail, or by any other means that results in the employees identified in this Policy receiving the person's verbal or written report. MATC provides multiple options for individuals to report sexual discrimination and harassment.

- **Online reporting system:** Complaints may be submitted through the Speak Up for Safety link found on MATC's website by searching for "Speak Up For Safety," on the home page under Student Complaints & Appeals, or internally through MATC's Experience page under Public Safety
- **Direct contact:** Individuals may report concerns directly to the Title IX Coordinator, Deputy Title IX Coordinator, or Director of Labor Relations
- **MATC Public Safety Helpline:** Dial **(414) 297-6588** for immediate assistance
- **Employees:** MATC requires that all nonconfidential employees forward reports of sexual misconduct to the Title IX Coordinator, Deputy Title IX Coordinator, or Director of Labor Relations

Reporting Requirements for Employees



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While Title IX does not require that all employees report notice of potential sex discrimination and harassment to the Title IX Coordinator, it is the policy of MATC that any employee who receives such a report must promptly forward that information to the Title IX Coordinator, Deputy Title IX Coordinator, or Director of Labor Relations. Employees are expected to document the conversation in writing capturing as many details as practicable, give assurances to the reporting person that the information will be kept private to the extent possible, and provide the contact information of the Title IX Coordinator, Deputy Title IX Coordinator, or Director of Labor Relations. Failure of an employee to forward reports of sex discrimination and sexual harassment may result in disciplinary action, up to and including termination.

This reporting obligation **excludes Confidential Employees, employees subject to Federal or State law privilege, and employees who conduct IRB-approved research.** MATC has designated the Employee and Student Ombudspersons and licensed professional counselors as Confidential Employees under this Policy.

If a Confidential Employee receives a report of potential sex discrimination or sexual harassment, they must explain to the reporter: **(1)** that the employee is not required to report the incident to the Title IX Coordinator; **(2)** how to file a formal complaint and contact the Title IX Coordinator, Deputy Title IX Coordinator, or Director of Labor Relations; and **(3)** that the Title IX Coordinator can provide and coordinate supportive measures.

Response Obligation of the Title IX Coordinator or Designee

When a report of sex discrimination or sexual harassment reaches the Title IX Coordinator or designee, they will promptly attempt to contact the alleged victim or complainant to offer and discuss the availability of supportive measures and explain the process for filing a formal complaint. Any action by the college in response to such a report or a formal complaint will be conducted in a manner that treats the complainant and respondent(s) equitably in accordance with the appropriate administrative grievance process for the conduct alleged. Under no circumstance, may any MATC employee impose any disciplinary sanction under this policy without first following the appropriate grievance process.

Pregnancy and Related Conditions

Discrimination on the basis of pregnancy and pregnancy-related conditions equals sex discrimination under Title IX. MATC prohibits discrimination on the basis of pregnancy or related conditions. Any employee who learns of a student's pregnancy or related condition must refer that individual to Student Accommodations and provide the student with the Title IX Coordinator's contact information to ensure



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that reasonable accommodations and support are offered to the student. Any student, employee, applicant, or participant in an education program or activity is covered under this policy. Pregnancy and related conditions include:

- Pregnancy and childbirth
- False pregnancy
- Termination of Pregnancy (including, miscarriage, stillbirth, or abortion), and
- Recovery from any of the above

MATC treats pregnancy and related conditions as a temporary disability in the same manner it treats any other temporary disability, and will extend the same access and support services to those experiencing pregnancy or related conditions as are provided for any other temporary medical condition or disability. No person may be excluded from any part of an education program or activity due to pregnancy or a related condition. Absences for pregnancy and related conditions will be excused for as long as deemed medically necessary by a licensed physician without penalty. Upon returning to the college, MATC will reinstate the individual to the same status they had before the leave began. Students will be given an opportunity to make up missed work.

Retaliation Policy

MATC strictly prohibits retaliation against any individual for reporting sex discrimination or harassment, participating in the resolution process, or exercising their rights under Title IX. Examples of retaliatory conduct prohibited by this Policy include making threats, intimidation, verbal harassment, exclusion from educational opportunities, negative changes in employment or academic status, social retaliation, and unjustified negative references.

Individuals found to have engaged in retaliation may face disciplinary action, up to and including termination or expulsion. MATC encourages individuals to report incidents of retaliation immediately to the Title IX Coordinator, Deputy Title IX Coordinator, or Director of Labor Relations.

Employee Training

MATC is committed to ensuring that all individuals involved in the administration of this policy receive appropriate training to perform their duties in a fair, impartial, and legally compliant manner.



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- The Title IX Coordinator, Deputy Title IX Coordinator(s), investigators, decision-makers, informal resolution facilitators, and any individual responsible for implementing grievance procedures shall receive periodic training on:
 - The scope of conduct that constitutes sex discrimination and sexual harassment
 - MATC's Title IX grievance process
 - Conducting investigations and hearings that are fair, equitable, and free from bias or conflicts of interest
 - Issues of relevance, including how to apply the rape shield protections provided under law
 - Trauma-informed practices and the effects of trauma on reporting and participation
 - Cultural competency and implicit bias awareness
- All employees will receive periodic training on their reporting obligations, the identification of sex discrimination and harassment, and the process for referring individuals to appropriate institutional resources
- The training materials used to train key Title IX personnel will be posted on MATC's website

Records Retention

MATC maintains all records related to reports and formal complaints of sex discrimination and harassment for a period of seven (7) years, or for the duration required by applicable state law or MATC's general records retention schedule, whichever is longer. This includes:

- Investigation and adjudication records (including recordings or transcripts of hearings)
- Disciplinary and remedial records
- Records of any actions taken, including supportive measures
- All materials used to train Title IX Coordinators, investigators, decision-makers, and informal resolution facilitators

Annual Review

MATC has designated a Title IX Coordinator to oversee compliance, identify barriers to reporting, and ensure effective responses to complaints. The Title IX Coordinator is appointed by the President. This policy is reviewed regularly and updated as necessary to remain compliant with federal and state regulations and to meet institutional needs.



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● ~~Chad Noel~~

~~Title IX Coordinator~~

~~Phone: 414-297-7307~~

~~Email: noelc1@matc.edu~~

~~Office: 700 W. State St., Milwaukee, WI 53233-1443, Rm. M275~~

● ~~Dan McColgan~~

~~Director of Labor Relations~~

~~Phone: 414-297-7688~~

~~Email: mccolgad@matc.edu~~

~~Office: 700 W. State St., Milwaukee, WI 53233-1443, Rm. M254~~

● ~~Will Smith III~~

~~Deputy Title IX Coordinator~~

~~Phone: 414-297-7275~~

~~Email: smithwo@matc.edu~~

~~Office: 700 W. State St., Milwaukee, WI 53233-1442, Rm. 281~~

~~Contact information for the U.S. Department of Education:~~

~~Assistant Secretary~~

~~U.S. Department of Education~~

~~400 Maryland Avenue, SW~~

~~Washington, DC 20202-1100~~

~~1-800-USA-LEARN~~

~~Website: www.ed.gov~~

~~MATC has adopted a Process for Resolving Complaints of Sex Discrimination and Sex-Based Harassment to ensure the prompt and equitable resolution of complaints alleging conduct that would be prohibited~~



POLICY

Title: Title IX Policy Against Sex-based Discrimination and Other Forms of Sexual Misconduct	Code: C0201
Authority: Wis. Stats., § 20 U.S.C. §1681 et seq.; 42 U.S.C. § 2000e et seq.; 20 U.S.C. §1092(f) (2018); Wis. Stats. s. 111.31 et seq.; Wis. Stats. s. 38.12; 34 C.F.R. § 106.8; 34 C.F.R. § 106.45	Original Adoption: 4/26/22 Revised/Reviewed: 4/26/22 Effective: 4/22/26

~~by this Policy. Refer to MATC Procedure Code: CC0200 on MATC's website. Notice of conduct that would constitute sexual harassment becomes Actual Knowledge of potential sexual harassment—triggering a response obligation by MATC (Title IX Coordinator)—if the report was made by a student, employee, or any person who was participating or attempting to participate in any program or activity at the time of the alleged conduct, and the report was made to the Title IX Coordinator, Director of Labor Relations, Deputy Title IX Coordinator, or any other employee with the authority to institute corrective measures on behalf of MATC. Reports of sex discrimination may be made in person, by mail, by telephone, by electronic mail, or by any other means that results in the employees identified in this Policy receiving the person's verbal or written report.~~

Education Program or Activity

~~Education Program or Activity includes, but is not limited to, any college-owned or controlled building, property, or facility (including classrooms and dining halls), any college-sponsored event or trip (e.g., field trips, student club events), online education programs, and any location or context where the college exercises substantial control over both the Respondent and the context in which the sexual harassment occurred.~~

Definition for Consent

~~Consent is clear, knowing, and voluntary permission to engage in a specific sexual activity. Consent must be affirmative (expressed by clearly understandable words or actions, not silence or inaction) and ongoing (it can be withdrawn at any time and must be present throughout the sexual activity).~~

~~Consent cannot be given if:~~

- ~~• It is coerced (forced by violence, threat, intimidation, or deception).~~
- ~~• An individual is incapacitated (unable to make rational, reasonable decisions because they lack the capacity to give knowing consent, often due to the consumption of alcohol or drugs, unconsciousness, physical/mental disability, or sleep).~~
- ~~• One of the parties is a minor who has not reached the legal age of consent.~~

Sex Discrimination Defined



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~~Sex-based discrimination encompasses all variety of discrimination on the basis of sex, and appears in the form of disparate treatment or sexual harassment. Disparate treatment on the basis of sex can be manifested in a number of ways, including, but not limited to, being excluded from a program, being paid less than one's colleagues, being graded more harshly, being passed over for promotion, not getting hired, or getting fired. Sex discrimination and sexual harassment receive distinct treatment under Title IX.~~

Sexual Harassment Defined

~~Sexual harassment is conduct on the basis of sex that meets one or more of the following: (1) Quid Pro Quo; (2) Hostile Environment; (3) Sexual Assault, (4) Dating Violence; (5) Domestic Violence; or (6) Stalking, as further defined below.~~

1) Quid pro quo: "Something for Something"

- ~~● an employee conditioning the provision of an aid, benefit, or service of MATC on an individual's participation in unwelcome sexual conduct~~

2) Hostile Environment Harassment:

- ~~● unwelcome sex-based conduct determined by a reasonable person (in the Complainant's shoes) to be,~~
- ~~● so severe, pervasive, and objectively offensive,~~
- ~~● that it effectively denies a person equal access to MATC's education program or activity~~

~~Examples of conduct that may not give rise to a hostile environment include, but are not limited to, one stray remark, one offensive particular expression perceived by some persons standing alone, and a statement of one's point of view on an issue of debate, even if the other person disagrees strongly.~~

3) Sexual Assault:

~~Sexual assault means an offense classified as a forcible or nonforcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation (as defined by the Clery statute). Such offenses include:~~

a. Rape

- ~~○ Penetration,~~
- ~~○ without the consent of the Complainant,~~
- ~~○ including instances where the Complainant is incapable of giving consent,~~



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- ~~▪ because of their age or,~~
- ~~▪ because of their temporary or permanent mental or physical incapacity~~

~~b. Sodomy~~

- ~~○ Oral or anal penetration,~~
- ~~○ Of the Complainant by the Respondent,~~
- ~~○ without the consent of the Complainant,~~
- ~~○ including instances where the Complainant is incapable of giving consent,~~
 - ~~▪ because of their age or,~~
 - ~~▪ because of their temporary or permanent mental or physical incapacity~~

~~c. Sexual Assault with an Object~~

- ~~○ Respondent's use of an object or instrument,~~
- ~~○ to unlawfully penetrate, however slightly, the genital or anal opening,~~
- ~~○ of the body of the Complainant,~~
- ~~○ without the consent of the Complainant,~~
- ~~○ including instances where the Complainant is incapable of giving consent,~~
 - ~~▪ because of their age or,~~
 - ~~▪ because of their temporary or permanent mental or physical incapacity~~

~~d. Fondling~~

- ~~○ The touching of the private body parts (breasts, buttocks, groin) of the Complainant by the Respondent,~~
- ~~○ or causing the Complainant to touch the Respondent's private body parts,~~
- ~~○ intentionally for a sexual purpose,~~
- ~~○ without the consent of the Complainant, including instances where the Complainant is incapable of giving consent,~~
 - ~~▪ because of their age or,~~
 - ~~▪ because of their temporary or permanent mental incapacity or physical incapacity~~

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~~e. Incest~~

- ~~○ Non-forcible sexual intercourse between persons who are related to each other,~~
- ~~○ within the degrees wherein marriage is prohibited by Wisconsin law~~

~~f. Statutory Rape:~~

- ~~○ Non-Forcible sexual intercourse with a person,~~
- ~~○ who is under the statutory age of consent of the state of Wisconsin~~

4) Dating Violence:

- ~~Violence² committed by a person,~~
 - ~~○ who is or has been in a romantic or intimate relationship with the victim; and~~
 - ~~○ where the existence of such a relationship shall be determined based on a consideration of the following factors:~~
 - ~~▪ length of the relationship,~~
 - ~~▪ the type of relationship,~~
 - ~~▪ the frequency of the interaction between the Parties involved in the relationship~~

-5) Domestic Violence:

- ~~Felony or misdemeanor crimes committed by a current or former spouse or intimate partner of the victim under the family or domestic violence laws of the jurisdiction receiving grant funding and, in the case of victim services, the use or attempted use of physical abuse or sexual abuse, or a pattern of any other coercive behavior committed, enabled, or solicited to gain or maintain power and control over a victim, including verbal psychological, economic, or technological abuse that may or may not constitute criminal behavior, by a person who:~~

²Violence is an offense that has as an element the use, attempted use, or threatened use of physical force against the person or property of another, or any other offense that is a felony and that, by its nature, involves a substantial risk that physical force against the person or property of another may be used in the course of committing the offense.



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- ~~○ is a current or former spouse or intimate partner of the victim, or person similarly situated to a spouse of the victim,~~
- ~~○ is cohabitating, or has cohabitated, with the victim as a spouse or intimate partner,~~
- ~~○ shares a child in common with the victim, or~~
- ~~○ commits acts against a youth or adult victim who is protected from those acts under the family or domestic violence laws of the jurisdiction~~

6) Stalking:

- ~~● engaging in a course of conduct directed at a specific person that would cause a reasonable person to:~~
 - ~~○ fear for his or her safety or the safety of others, or~~
 - ~~○ suffer substantial emotional distress~~

Sexual Exploitation

~~Sexual Exploitation occurs when an individual takes non-consensual or abusive sexual advantage of another person for their own benefit or for the benefit of a third party. Examples include, but are not limited to, secretly recording sexual activity, viewing another person's sexual activity or nudity without their consent, or knowingly transmitting an STI/STD to another person without informing them of the infection.~~

Reporting Sex Discrimination or Sexual Harassment

~~A report of sex discrimination or sexual harassment may be made a student, employee, or any individual who was participating or attempting to participate in any MATC program or activity at the time of the alleged conduct. The report can be made in person, by mail, by telephone, electronic mail, or by any other means that results in the employees identified in this Policy receiving the person's verbal or written report. MATC provides multiple options for individuals to report sexual discrimination and harassment.~~

- ~~● **Online reporting system:** Complaints may be submitted through the Speak Up for Safety platform found on MATC's website by searching for "Speak Up For Safety," on the home page under Student Complaints & Appeals, or internally through MATC's Experience page under Public Safety~~
- ~~● **Direct contact:** Individuals may report concerns directly to the Title IX Coordinator, Deputy Title IX Coordinator, or Director of Labor Relations~~



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- ~~**MATC Public Safety Helpline:** Dial (414) 297-6588 for immediate assistance~~
- ~~**Employees:** MATC requires that all nonconfidential employees forward reports of sexual misconduct to the Title IX Coordinator, Deputy Title IX Coordinator, or Director of Labor Relations~~

Reporting Requirements for Employees

~~While Title IX does not require that all employees report notice of potential sex discrimination and harassment to the Title IX Coordinator, it is the policy of the college that any employee who receives such a report promptly forward that information to the Title IX Coordinator, Deputy Title IX Coordinator, or Director of Labor Relations. Employees are expected to document the conversation in writing, give assurances to the person reporting that the information provided will be kept private to the extent possible, and provide the contact information of the Title IX Coordinator, Deputy Title IX Coordinator, or Director of Labor Relations. This reporting obligation excludes confidential employees, as defined by the college. Presently, only the Ombudsperson and licensed professional counselors are designated as confidential employees for reporting purposes under this Policy. However, if a confidential employee is approached by a person who has a report of potential sex discrimination or harassment, the employee is strongly encouraged to provide the individual with the contact information of the Title IX Coordinator, Deputy Title IX Coordinator, or Director of Labor Relations.~~

Response Obligation of the Title IX Coordinator or Designee

~~Whether or not a formal complaint has been filed, when a report of sex discrimination or harassment reaches the Title IX Coordinator or designee, they will promptly attempt to contact the alleged victim or complainant to offer and discuss the availability of supportive measures and explain the process for filing a formal complaint. Any action taken by the college in response to a report of such conduct will be done in a manner that treats the complainant and respondent equitably and in accordance with the appropriate administrative grievance process for the conduct alleged. Under no circumstance, may an MATC employee impose any disciplinary sanction or other action without first following the appropriate grievance process. If a formal complaint of sexual harassment or sex discrimination is received, the Title IX Coordinator or designee will treat the complainant and respondent equitably and follow the appropriate grievance process, which include options for informal resolution.~~

Retaliation Policy

~~MATC strictly prohibits retaliation against any individual for reporting sex discrimination or harassment, participating in the resolution process, or exercising their rights under Title IX. Examples of retaliatory~~



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~~conduct prohibited by this Policy include making threats, intimidation, verbal harassment, exclusion from educational opportunities, negative changes in employment or academic status, social retaliation, and unjustified negative references.~~

~~Individuals found to have engaged in retaliation may face disciplinary action, up to and including termination or expulsion. MATC encourages individuals to report incidents of retaliation immediately to the Title IX Coordinator, Deputy Title IX Coordinator, or Director of Labor Relations.~~

~~Annual Review~~

~~The Title IX Coordinator is responsible for overseeing compliance, identifying and addressing barriers to reporting, and ensuring appropriate responses to complaints. The college President designates the Title IX Coordinator, with the appointment reviewed annually by the Board of Directors. This policy will be reviewed periodically to ensure compliance with federal and state regulations, and updates may be made as needed to align with changes in the law, best practices, and institutional needs.~~

~~Training Requirements~~

~~MATC is committed to ensuring that all individuals involved in the administration of Title IX processes receive appropriate training to perform their duties in a fair, impartial, and legally compliant manner.~~

- ~~• The Title IX Coordinator, Deputy Title IX Coordinator(s), investigators, decision-makers, informal resolution facilitators, and any individual responsible for implementing grievance procedures shall receive training on:~~
 - ~~○ The scope of conduct that constitutes sex discrimination and sex-based harassment under Title IX and applicable state law~~
 - ~~○ MATC's grievance procedures, including investigation and adjudication processes~~
 - ~~○ How to conduct investigations and hearings that are fair, equitable, and free from bias or conflicts of interest~~
 - ~~○ Issues of relevance, including how to apply the rape shield protections provided under law~~
 - ~~○ Trauma-informed practices and the effects of trauma on reporting and participation~~
 - ~~○ Cultural competency and implicit bias awareness~~



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- ~~• Training materials used to train Title IX personnel will be maintained by the institution and made publicly available on MATC's website, as required by federal regulations.~~
- ~~• All employees will receive periodic training or informational materials regarding their reporting obligations, how to recognize sex discrimination and harassment, and how to refer individuals to appropriate resources.~~

Records Retention

~~MATC will maintain records related to reports, complaints, investigations, and resolutions of sex discrimination and sex-based harassment in accordance with applicable federal and state laws and institutional policies.~~

- ~~• The college will retain for a minimum of **seven (7) years**:~~
 - ~~○ Each formal complaint of sex discrimination or harassment~~
 - ~~○ Records of any investigation, including evidence gathered~~
 - ~~○ Determinations regarding responsibility and any disciplinary sanctions imposed~~
 - ~~○ Any remedies provided to the complainant designed to restore or preserve equal access~~
 - ~~○ Records of any appeal and the result~~
 - ~~○ Records of any informal resolution process and its outcome~~
 - ~~○ All materials used to train Title IX personnel~~
- ~~• MATC will also maintain records of any actions taken in response to reports (including those that do not result in a formal complaint), including supportive measures provided to the complainant.~~
- ~~• Records will be maintained in a manner that protects the privacy of the parties involved, in compliance with applicable confidentiality and privacy laws, including FERPA where applicable.~~

OFFICE OF RESPONSIBILITY: OFFICE OF GENERAL COUNSEL



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MATC does not discriminate on the basis of sex and prohibits sex-based discrimination in its education programs and activities, including in admissions and employment, as required by Title IX of the Education Amendments of 1972 and Part 106 of Title 34 of the Code of Federal Regulations. This policy reflects the District Board's commitment to ensuring equal access to its education programs and activities. For the purposes of Title IX, sex discrimination is a term that encompasses sexual harassment, including all forms of sexual violence. Importantly, Title IX generally does not apply to sex discrimination that occurs outside of the United States. Inquiries about how Title IX and Part 106 of Title 34 of the Code of Federal Regulations apply to MATC may be referred to MATC's Title IX Coordinator, the Assistant Secretary at the U.S. Department of Education, or both. Contact information for MATC is as follows:

- **Chad Noel**
Title IX Coordinator
Phone: 414-297-7307
Email: noelc1@matc.edu
Office: 700 W. State St., Milwaukee, WI 53233-1443, Rm. M275
- **Will Smith III**
Deputy Title IX Coordinator
Phone: 414-297-7275
Email: smithwo@matc.edu
Office: 700 W. State St., Milwaukee, WI 53233-1442, Rm. 281

Contact information for the U.S. Department of Education:

Assistant Secretary
U.S. Department of Education
400 Maryland Avenue, SW
Washington, DC 20202-1100
1-800-USA-LEARN
Website: www.ed.gov



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MATC has adopted a Process for Resolving Complaints of Sex Discrimination and Sex-Based Harassment to ensure the prompt and equitable resolution of formal complaints alleging conduct prohibited by this Policy. Refer to **MATC Procedure CC0200 - Process for Resolving Complaints of Sex Discrimination and Sexual Harassment**. In accordance with Wis. Stat. § 38.23(2)(a), this Policy, in conjunction with MATC Procedure CC0200, establishes the College's required policies and procedures to protect students from sex discrimination by providing: (1) criteria for determining whether discrimination has occurred; (2) appropriate remedies and sanctions for violations; (3) a requirement that complainants file a complaint with the College within 300 days of the alleged violation; and (4) specific timeframes for each procedural step, final decision-making, and appeals.

Notice of conduct that would constitute sexual harassment becomes Actual Knowledge of potential sexual harassment – triggering a response obligation by MATC (Title IX Coordinator) - if the report was made by a student, employee, or any person who was participating or attempting to participate in any program or activity at the time of the alleged conduct, and the report was made to the Title IX Coordinator, Director of Labor Relations, Deputy Title IX Coordinator, or any other employee with the authority to institute corrective measures on behalf of MATC. Reports of sex discrimination may be made in person, by mail, by telephone, by electronic mail, or by any other means that results in the employees identified in this Policy receiving the person's verbal or written report.

Sex Discrimination Defined

Sex-based discrimination encompasses all variety of discrimination on the basis of sex, and appears in the form of disparate treatment or sexual harassment. Disparate treatment on the basis of sex means treating one person differently from another in determining whether such person satisfies any requirement or condition for the provision of such aid, benefit, or service. Disparate treatment manifests in a number of ways, including, but not limited to, being excluded from a program, subjecting a person to different rules or standards, being paid less than one's colleagues, being graded more harshly, being denied any aid, benefit or service, being passed over for promotion, not getting hired, or getting fired, for example. Sex discrimination and sexual harassment receive distinct treatment under Title IX.

Sexual Harassment Defined

Sexual harassment is conduct on the basis of sex that meets one or more of the following: (1) Quid Pro Quo; (2) Hostile Environment; (3) Sexual Assault, (4) Dating Violence; (5) Domestic Violence; or (6) Stalking, as further defined below.

1) Quid pro quo: "Something for Something"



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- an employee conditioning the provision of an aid, benefit, or service of MATC on an individual's participation in unwelcome sexual conduct

2) Hostile Environment Harassment:

- unwelcome sex-based conduct determined by a reasonable person to be,
- so severe, pervasive, and objectively offensive,
- that it effectively denies a person equal access to an education program or activity

Examples of conduct that may not give rise to a hostile environment include, but are not limited to, one stray remark, one offensive particular expression perceived by some persons standing alone, and a statement of one's point of view on an issue of debate, even if the other person disagrees strongly.

3) Sexual Assault:

Sexual assault means an offense classified as a forcible or nonforcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation (as defined by the Clery statute). Such offenses include:

a. Rape

- Penetration,
- without the consent of the Complainant,
- including instances where the Complainant is incapable of giving consent,
 - because of their age or,
 - because of their temporary or permanent mental or physical incapacity

b. Sodomy

- Oral or anal penetration,
- of the Complainant by the Respondent,
- without the consent of the Complainant,
- including instances where the Complainant is incapable of giving consent,
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c. Sexual Assault with an Object



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- Respondent 's use of an object or instrument,
- to unlawfully penetrate, however slightly, the genital or anal opening,
- of the body of the Complainant,
- without the consent of the Complainant,
- including instances where the Complainant is incapable of giving consent,
 - because of their age or,
 - because of their temporary or permanent mental or physical incapacity

d. Fondling

- The touching of the private body parts (breasts, buttocks, groin) of the Complainant by the Respondent,
- or causing the Complainant to touch the Respondent 's private body parts,
- intentionally for a sexual purpose,
- without the consent of the Complainant, including instances where the Complainant is incapable of giving consent,
 - because of their age or,
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e. Incest

- Non-forcible sexual intercourse between persons who are related to each other,
- within the degrees wherein marriage is prohibited by Wisconsin law

f. Statutory Rape:

- Non-Forcible sexual intercourse with a person,
- who is under the statutory age of consent of the state of Wisconsin

4) Dating Violence:

- Violence¹ committed by a person,

¹ Violence is an offense that has as an element the use, attempted use, or threatened use of physical force against the person or property of another, or any other offense that is a felony and that, by its nature, involves a



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- who is or has been in a romantic or intimate relationship with the victim; and
- where the existence of such a relationship shall be determined based on a consideration of the following factors:
 - length of the relationship,
 - the type of relationship,
 - the frequency of the interaction between the Parties involved in the relationship

5) Domestic Violence:

- Felony or misdemeanor crimes committed by a current or former spouse or intimate partner of the victim under the family or domestic violence laws of the jurisdiction receiving grant funding and, in the case of victim services, the use or attempted use of physical abuse or sexual abuse, or a pattern of any other coercive behavior committed, enabled, or solicited to gain or maintain power and control over a victim, including verbal psychological, economic, or technological abuse that may or may not constitute criminal behavior, by a person who:
 - is a current or former spouse or intimate partner of the victim, or person similarly situated to a spouse of the victim,
 - is cohabitating, or has cohabitated, with the victim as a spouse or intimate partner,
 - shares a child in common with the victim, or
 - commits acts against a youth or adult victim who is protected from those acts under the family or domestic violence laws of the jurisdiction

6) Stalking:

- engaging in a course of conduct directed at a specific person that would cause a reasonable person to:
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Consent cannot be given if:

- **Coerced**: Permission was gained through the use of force, violence, threats, intimidation, or deception
- **Incapacitated**: An individual lacks the capacity to give knowing consent due to the consumption of alcohol or drugs, unconsciousness, sleep, or a physical or mental disability. This includes individuals who are unable to understand the "who, what, when, where, why, or how" of their sexual interactions
- **Age of Consent**: One of the parties is a minor under the legal age of consent as defined by Wisconsin law
- **Past Relationship**: Consent to one sexual act or a prior relationship does not constitute consent to future acts

Reporting Sex Discrimination or Sexual Harassment

A report of sex discrimination or sexual harassment may be made by a student, employee, or any individual who was participating or attempting to participate in any MATC program or activity at the time of the alleged conduct. The report can be made in person, by mail, by telephone, electronic mail, or by any other means that results in the employees identified in this Policy receiving the person's verbal or written report. MATC provides multiple options for individuals to report sexual discrimination and harassment.

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Reporting Requirements for Employees



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Authority: Wis. Stats., § 20 U.S.C. §1681 et seq.; 42 U.S.C. § 2000e et seq.; 20 U.S.C. §1092(f) (2018); Wis. Stats. s. 111.31 et seq.; Wis. Stats. s. 38.12; 34 C.F.R. § 106.8; 34 C.F.R. § 106.45	Original Adoption: 4/26/22 Revised/Reviewed: 4/26/22 Effective: 4/22/26

While Title IX does not require that all employees report notice of potential sex discrimination and harassment to the Title IX Coordinator, it is the policy of MATC that any employee who receives such a report must promptly forward that information to the Title IX Coordinator, Deputy Title IX Coordinator, or Director of Labor Relations. Employees are expected to document the conversation in writing capturing as many details as practicable, give assurances to the reporting person that the information will be kept private to the extent possible, and provide the contact information of the Title IX Coordinator, Deputy Title IX Coordinator, or Director of Labor Relations. Failure of an employee to forward reports of sex discrimination and sexual harassment may result in disciplinary action, up to and including termination.

This reporting obligation ***excludes Confidential Employees, employees subject to Federal or State law privilege, and employees who conduct IRB-approved research.*** MATC has designated the Employee and Student Ombudspersons and licensed professional counselors as Confidential Employees under this Policy.

If a Confidential Employee receives a report of potential sex discrimination or sexual harassment, they must explain to the reporter: **(1)** that the employee is not required to report the incident to the Title IX Coordinator; **(2)** how to file a formal complaint and contact the Title IX Coordinator, Deputy Title IX Coordinator, or Director of Labor Relations; and **(3)** that the Title IX Coordinator can provide and coordinate supportive measures.

Response Obligation of the Title IX Coordinator or Designee

When a report of sex discrimination or sexual harassment reaches the Title IX Coordinator or designee, they will promptly attempt to contact the alleged victim or complainant to offer and discuss the availability of supportive measures and explain the process for filing a formal complaint. Any action by the college in response to such a report or a formal complaint will be conducted in a manner that treats the complainant and respondent(s) equitably in accordance with the appropriate administrative grievance process for the conduct alleged. Under no circumstance, may any MATC employee impose any disciplinary sanction under this policy without first following the appropriate grievance process.

Pregnancy and Related Conditions

Discrimination on the basis of pregnancy and pregnancy-related conditions equals sex discrimination under Title IX. MATC prohibits discrimination on the basis of pregnancy or related conditions. Any employee who learns of a student's pregnancy or related condition must refer that individual to Student Accommodations and provide the student with the Title IX Coordinator's contact information to ensure



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that reasonable accommodations and support are offered to the student. Any student, employee, applicant, or participant in an education program or activity is covered under this policy. Pregnancy and related conditions include:

- Pregnancy and childbirth
- False pregnancy
- Termination of Pregnancy (including, miscarriage, stillbirth, or abortion), and
- Recovery from any of the above

MATC treats pregnancy and related conditions as a temporary disability in the same manner it treats any other temporary disability, and will extend the same access and support services to those experiencing pregnancy or related conditions as are provided for any other temporary medical condition or disability. No person may be excluded from any part of an education program or activity due to pregnancy or a related condition. Absences for pregnancy and related conditions will be excused for as long as deemed medically necessary by a licensed physician without penalty. Upon returning to the college, MATC will reinstate the individual to the same status they had before the leave began. Students will be given an opportunity to make up missed work.

Retaliation Policy

MATC strictly prohibits retaliation against any individual for reporting sex discrimination or harassment, participating in the resolution process, or exercising their rights under Title IX. Examples of retaliatory conduct prohibited by this Policy include making threats, intimidation, verbal harassment, exclusion from educational opportunities, negative changes in employment or academic status, social retaliation, and unjustified negative references.

Individuals found to have engaged in retaliation may face disciplinary action, up to and including termination or expulsion. MATC encourages individuals to report incidents of retaliation immediately to the Title IX Coordinator, Deputy Title IX Coordinator, or Director of Labor Relations.

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- The Title IX Coordinator, Deputy Title IX Coordinator(s), investigators, decision-makers, informal resolution facilitators, and any individual responsible for implementing grievance procedures shall receive periodic training on:
 - The scope of conduct that constitutes sex discrimination and sexual harassment
 - MATC's Title IX grievance process
 - Conducting investigations and hearings that are fair, equitable, and free from bias or conflicts of interest
 - Issues of relevance, including how to apply the rape shield protections provided under law
 - Trauma-informed practices and the effects of trauma on reporting and participation
 - Cultural competency and implicit bias awareness
- All employees will receive periodic training on their reporting obligations, the identification of sex discrimination and harassment, and the process for referring individuals to appropriate institutional resources
- The training materials used to train key Title IX personnel will be posted on MATC's website

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MATC maintains all records related to reports and formal complaints of sex discrimination and harassment for a period of seven (7) years, or for the duration required by applicable state law or MATC's general records retention schedule, whichever is longer. This includes:

- Investigation and adjudication records (including recordings or transcripts of hearings)
- Disciplinary and remedial records
- Records of any actions taken, including supportive measures
- All materials used to train Title IX Coordinators, investigators, decision-makers, and informal resolution facilitators

Annual Review

MATC has designated a Title IX Coordinator to oversee compliance, identify barriers to reporting, and ensure effective responses to complaints. The Title IX Coordinator is appointed by the President. This policy is reviewed regularly and updated as necessary to remain compliant with federal and state regulations and to meet institutional needs.



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OFFICE OF RESPONSIBILITY: OFFICE OF GENERAL COUNSEL



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MATC does not discriminate on the basis of sex and prohibits sex-based discrimination in its education programs and activities, including in admissions and employment, as required by Title IX of the Education Amendments of 1972 and Part 106 of Title 34 of the Code of Federal Regulations. This policy reflects the District Board's commitment to ensuring equal access to its education programs and activities. For the purposes of Title IX, sex discrimination is a term that encompasses sexual harassment, including all forms of sexual violence. Importantly, Title IX generally does not apply to sex discrimination that occurs outside of the United States. Inquiries about how Title IX and Part 106 of Title 34 of the Code of Federal Regulations apply to MATC may be referred to MATC's Title IX Coordinator, the Assistant Secretary at the U.S. Department of Education, or both. Contact information for MATC is as follows:

- **Chad Noel**
Title IX Coordinator
Phone: 414-297-7307
Email: noelc1@matc.edu
Office: 700 W. State St., Milwaukee, WI 53233-1443, Rm. M275
- **Dan McColgan**
Director of Labor Relations
Phone: 414-297-7688
Email: mccolgad@matc.edu
Office: 700 W. State St., Milwaukee, WI 53233-1443, Rm. M254
- **Will Smith III**
Deputy Title IX Coordinator
Phone: 414-297-7275
Email: smithwo@matc.edu
Office: 700 W. State St., Milwaukee, WI 53233-1442, Rm. 281

Contact information for the U.S. Department of Education:

Assistant Secretary
U.S. Department of Education
400 Maryland Avenue, SW
Washington, DC 20202-1100
1-800-USA-LEARN
Website: www.ed.gov



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MATC has adopted a Process for Resolving Complaints of Sex Discrimination and Sex-Based Harassment to ensure the prompt and equitable resolution of formal complaints alleging conduct prohibited by this Policy. Refer to **MATC Procedure CC0200 - Process for Resolving Complaints of Sex Discrimination and Sexual Harassment**. In accordance with Wis. Stat. § 38.23(2)(a), this Policy, in conjunction with MATC Procedure CC0200, establishes the College's required policies and procedures to protect students from sex discrimination by providing: (1) criteria for determining whether discrimination has occurred; (2) appropriate remedies and sanctions for violations; (3) a requirement that complainants file a complaint with the College within 300 days of the alleged violation; and (4) specific timeframes for each procedural step, final decision-making, and appeals.

Notice of conduct that would constitute sexual harassment becomes Actual Knowledge of potential sexual harassment – triggering a response obligation by MATC (Title IX Coordinator) - if the report was made by a student, employee, or any person who was participating or attempting to participate in any program or activity at the time of the alleged conduct, and the report was made to the Title IX Coordinator, Director of Labor Relations, Deputy Title IX Coordinator, or any other employee with the authority to institute corrective measures on behalf of MATC. Reports of sex discrimination may be made in person, by mail, by telephone, by electronic mail, or by any other means that results in the employees identified in this Policy receiving the person's verbal or written report.

Sex Discrimination Defined

Sex-based discrimination encompasses all variety of discrimination on the basis of sex, and appears in the form of disparate treatment or sexual harassment. Disparate treatment on the basis of sex means treating one person differently from another in determining whether such person satisfies any requirement or condition for the provision of such aid, benefit, or service. Disparate treatment manifests in a number of ways, including, but not limited to, being excluded from a program, subjecting a person to different rules or standards, being paid less than one's colleagues, being graded more harshly, being denied any aid, benefit or service, being passed over for promotion, not getting hired, or getting fired, for example. Sex discrimination and sexual harassment receive distinct treatment under Title IX.

Sexual Harassment Defined

Sexual harassment is conduct on the basis of sex that meets one or more of the following: (1) Quid Pro Quo; (2) Hostile Environment; (3) Sexual Assault, (4) Dating Violence; (5) Domestic Violence; or (6) Stalking, as further defined below.

1) Quid pro quo: "Something for Something"



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- an employee conditioning the provision of an aid, benefit, or service of MATC on an individual's participation in unwelcome sexual conduct

2) Hostile Environment Harassment:

- unwelcome sex-based conduct determined by a reasonable person to be,
- so severe, pervasive, and objectively offensive,
- that it effectively denies a person equal access to an education program or activity

Examples of conduct that may not give rise to a hostile environment include, but are not limited to, one stray remark, one offensive particular expression perceived by some persons standing alone, and a statement of one's point of view on an issue of debate, even if the other person disagrees strongly.

3) Sexual Assault:

Sexual assault means an offense classified as a forcible or nonforcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation (as defined by the Clery statute). Such offenses include:

a. Rape

- Penetration,
- without the consent of the Complainant,
- including instances where the Complainant is incapable of giving consent,
 - because of their age or,
 - because of their temporary or permanent mental or physical incapacity

b. Sodomy

- Oral or anal penetration,
- of the Complainant by the Respondent,
- without the consent of the Complainant,
- including instances where the Complainant is incapable of giving consent,
 - because of their age or,
 - because of their temporary or permanent mental or physical incapacity

c. Sexual Assault with an Object

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- Respondent 's use of an object or instrument,
- to unlawfully penetrate, however slightly, the genital or anal opening,
- of the body of the Complainant,
- without the consent of the Complainant,
- including instances where the Complainant is incapable of giving consent,
 - because of their age or,
 - because of their temporary or permanent mental or physical incapacity

d. Fondling

- The touching of the private body parts (breasts, buttocks, groin) of the Complainant by the Respondent,
- or causing the Complainant to touch the Respondent 's private body parts,
- intentionally for a sexual purpose,
- without the consent of the Complainant, including instances where the Complainant is incapable of giving consent,
 - because of their age or,
 - because of their temporary or permanent mental incapacity or physical incapacity

e. Incest

- Non-forcible sexual intercourse between persons who are related to each other,
- within the degrees wherein marriage is prohibited by Wisconsin law

f. Statutory Rape:

- Non-Forcible sexual intercourse with a person,
- who is under the statutory age of consent of the state of Wisconsin

4) Dating Violence:

- Violence¹ committed by a person,

¹ Violence is an offense that has as an element the use, attempted use, or threatened use of physical force against the person or property of another, or any other offense that is a felony and that, by its nature, involves a



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- who is or has been in a romantic or intimate relationship with the victim; and
- where the existence of such a relationship shall be determined based on a consideration of the following factors:
 - length of the relationship,
 - the type of relationship,
 - the frequency of the interaction between the Parties involved in the relationship

5) Domestic Violence:

- Felony or misdemeanor crimes committed by a current or former spouse or intimate partner of the victim under the family or domestic violence laws of the jurisdiction receiving grant funding and, in the case of victim services, the use or attempted use of physical abuse or sexual abuse, or a pattern of any other coercive behavior committed, enabled, or solicited to gain or maintain power and control over a victim, including verbal psychological, economic, or technological abuse that may or may not constitute criminal behavior, by a person who:
 - is a current or former spouse or intimate partner of the victim, or person similarly situated to a spouse of the victim,
 - is cohabitating, or has cohabitated, with the victim as a spouse or intimate partner,
 - shares a child in common with the victim, or
 - commits acts against a youth or adult victim who is protected from those acts under the family or domestic violence laws of the jurisdiction

6) Stalking:

- engaging in a course of conduct directed at a specific person that would cause a reasonable person to:
 - fear for his or her safety or the safety of others, or
 - suffer substantial emotional distress

Consent Defined

substantial risk that physical force against the person or property of another may be used in the course of committing the offense.



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Consent is a clear, knowing, and voluntary agreement to engage in specific sexual activity. Consent must be affirmative, meaning it is expressed by clearly understandable words or actions—not silence or inaction. Consent is ongoing; it must be present throughout the activity and can be withdrawn at any time.

Consent cannot be given if:

- **Coerced**: Permission was gained through the use of force, violence, threats, intimidation, or deception
- **Incapacitated**: An individual lacks the capacity to give knowing consent due to the consumption of alcohol or drugs, unconsciousness, sleep, or a physical or mental disability. This includes individuals who are unable to understand the "who, what, when, where, why, or how" of their sexual interactions
- **Age of Consent**: One of the parties is a minor under the legal age of consent as defined by Wisconsin law
- **Past Relationship**: Consent to one sexual act or a prior relationship does not constitute consent to future acts

Reporting Sex Discrimination or Sexual Harassment

A report of sex discrimination or sexual harassment may be made by a student, employee, or any individual who was participating or attempting to participate in any MATC program or activity at the time of the alleged conduct. The report can be made in person, by mail, by telephone, electronic mail, or by any other means that results in the employees identified in this Policy receiving the person's verbal or written report. MATC provides multiple options for individuals to report sexual discrimination and harassment.

- **Online reporting system**: Complaints may be submitted through the Speak Up for Safety link found on MATC's website by searching for "Speak Up For Safety," on the home page under Student Complaints & Appeals, or internally through MATC's Experience page under Public Safety
- **Direct contact**: Individuals may report concerns directly to the Title IX Coordinator, Deputy Title IX Coordinator, or Director of Labor Relations
- **MATC Public Safety Helpline**: Dial **(414) 297-6588** for immediate assistance
- **Employees**: MATC requires that all nonconfidential employees forward reports of sexual misconduct to the Title IX Coordinator, Deputy Title IX Coordinator, or Director of Labor Relations

Reporting Requirements for Employees



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OFFICE OF RESPONSIBILITY: OFFICE OF GENERAL COUNSEL

AI Innovation Grant: Building MATC's Applied AI Capacity

Building an Integrated Applied AI Strategy:
Academics, Workforce, and Institutional Innovation

AI Innovation Grant

Funding Overview & Institutional Purpose

Funding Awarded

\$239,389

Allocated to Milwaukee Area Technical College (MATC) under the WTCS AI Innovation Grant program to build sustainable, institutional AI capacity.

Core Grant Purpose

The AI Innovation Grant supports Wisconsin Technical Colleges in advancing the integration of artificial intelligence (AI) into teaching, learning, operations, and workforce development.

At MATC, this funding is designated to build integrated, ethical, and workforce-aligned AI capacity. By strengthening industry connections, academic programs, and faculty expertise, the college will address evolving regional and statewide AI workforce demands.

Applied AI: Our Strategic Focus

Positioning MATC within the AI capability spectrum to meet immediate regional workforce demands

OUR CORE FOCUS

Applied AI

Mainstream & Immediate Impact

Prepares graduates to use AI responsibly and productively in their everyday jobs.

- AI literacy & prompt engineering
- Everyday productivity tools
- Human-in-the-loop validation

SELECTIVE INTEGRATION

Technical AI

Program-Level Application

Focuses on building AI interfaces and integrating models into custom software solutions.

- API & LLM integration
- RAG & vector databases
- AI agent & workflow design

NICHE / SPECIALIST

Advanced AI

Research-Level Development

Focuses on training foundation models and custom algorithm creation, typical of universities.

- Custom model training
- Deep learning & ML engineering
- Neural network architecture

Applied AI's Impact Across The Workforce

AI as Coding

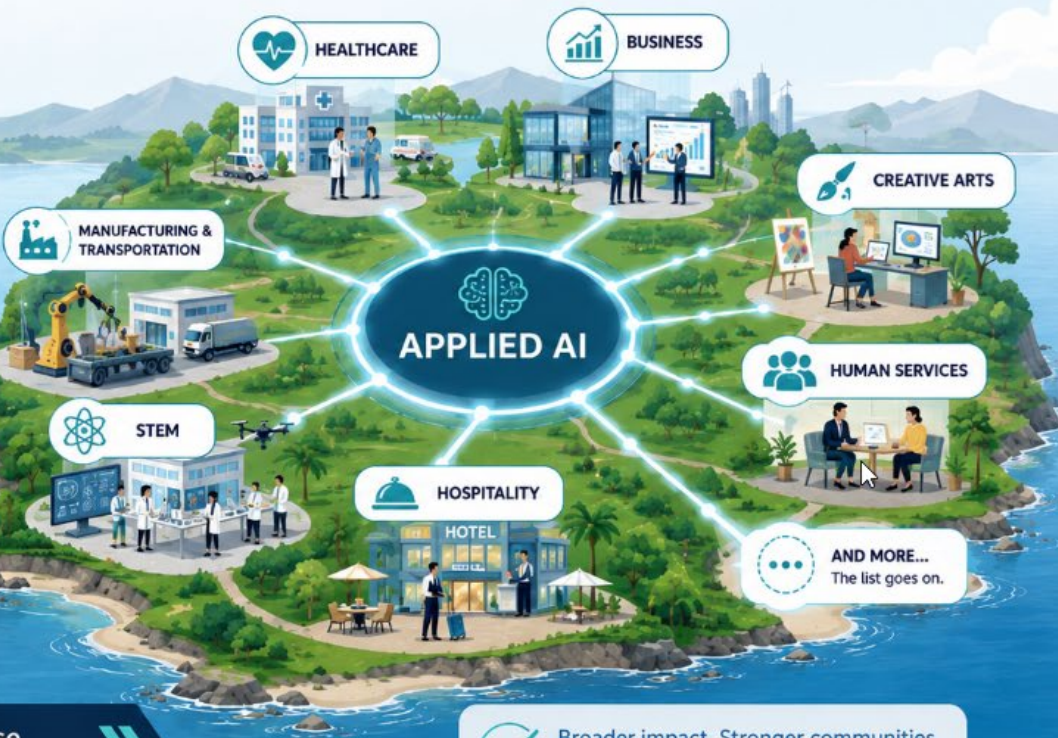
IT



The gap
is opportunity.



Isolated.
Narrow in scope.
Limited Impact.



Applied AI connects talent, tools, and purpose
to solve real-world problems—across every field.



Broader impact. Stronger communities.
A better future for all.

Our Strategy: Four Connected Workstreams

Academic Pathways

Developing unified academic credentials that integrate ethical AI principles into career-focused programs. **Status - Active**

Faculty & Student Support

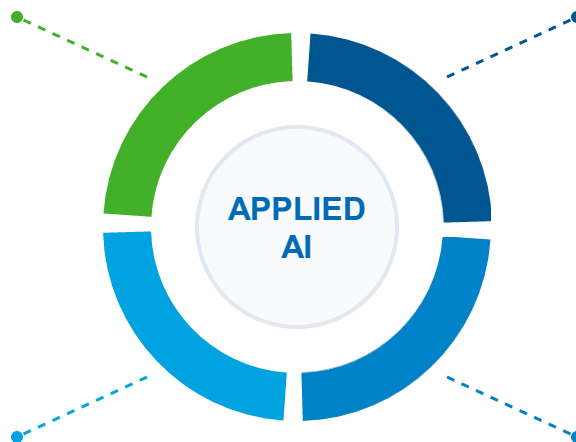
Enhancing teaching and learning capabilities through targeted training and hands-on AI resources. **Status - Proposed**

Employer Workforce Solutions

Delivering workforce-aligned AI training programs to meet evolving local employer partner needs. **Status - Active**

Institutional Effectiveness

Driving institutional innovation by leveraging AI to optimize internal operations and data systems. **Status - Proposed**



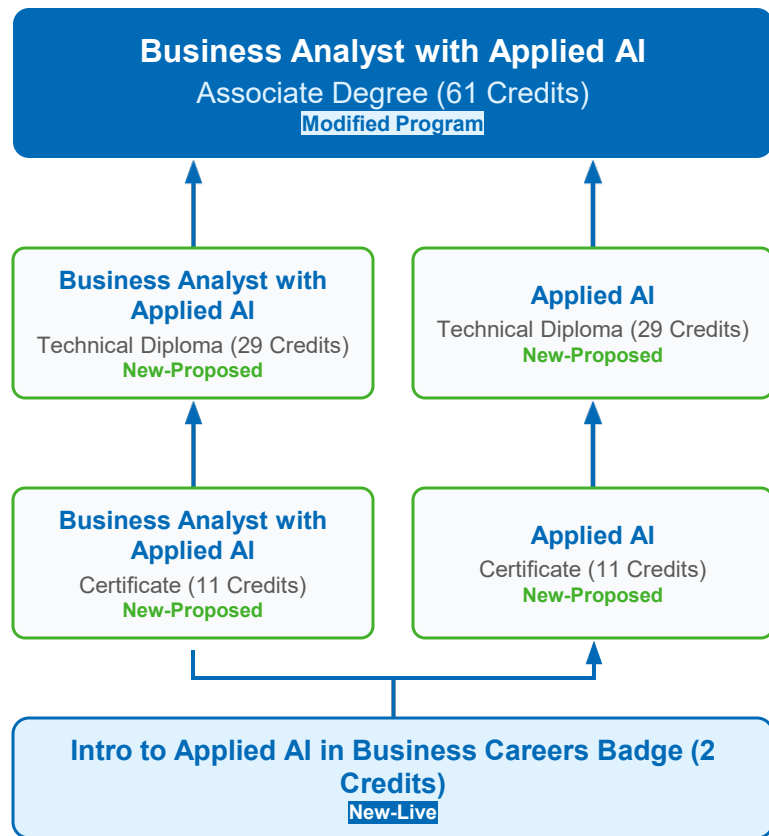
Academics

First fully planned Academic Pathway

- **Business Pathway** integration
- **Associate Degree** (61 Credits)
- **2 Technical Diplomas** (29 Credits each)
- **2 Certificates** (11 Credits each)
- **One badge** (2-Introductory courses)
- Fully approved by the **Advisory Committee**

Three STEM-IT Gen Artificial Intelligence Courses

- **ITDEV-190: AI Fundamentals (3 credits)**
- **ITDEV-191: Building AI Agents & Autonomous Systems**
- **ITDEV-192: AI APIs & Integration (3 credits)**



Faculty & Student Support: Gemini Notebook Tutor

5 Faculty Courses — expanding to a train-the-trainer model to provide an AI learning experience for faculty and students.

Benefits for Faculty

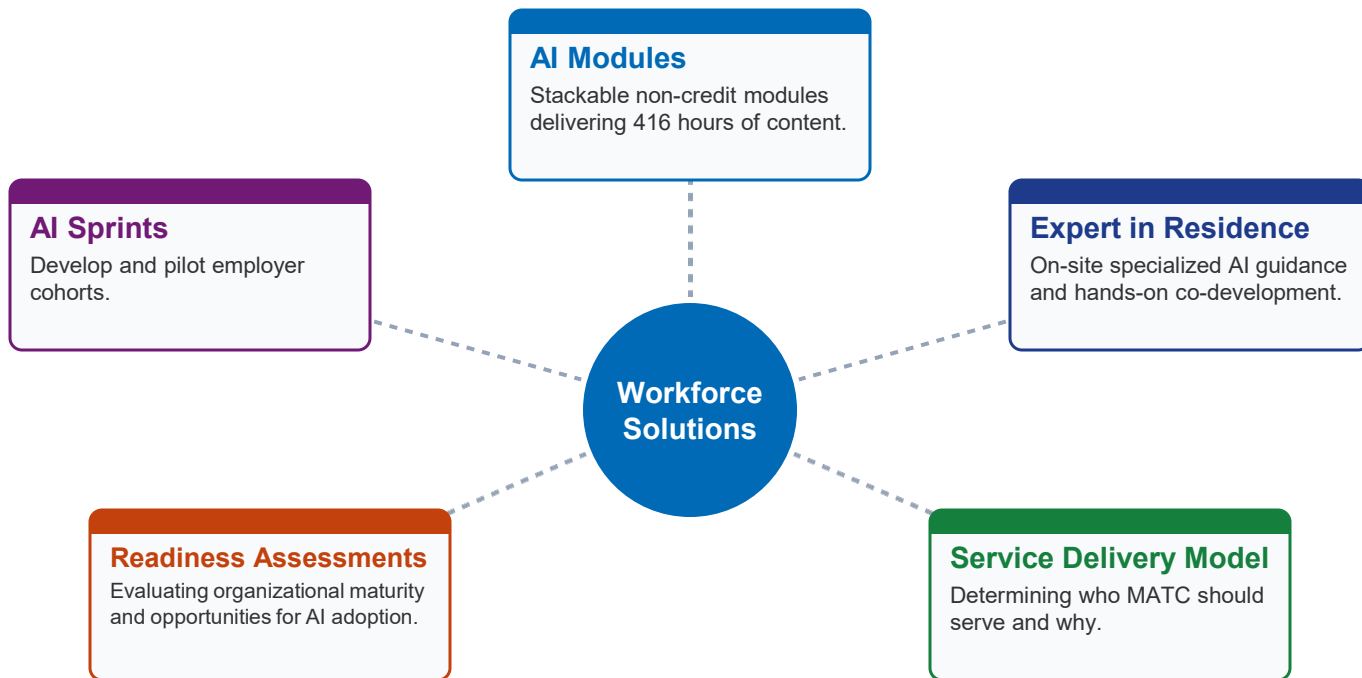
- Extends faculty support beyond class time
- Reduces repetitive questions
- Keeps AI aligned to faculty content
- Provides a scalable way to support more students
- Helps faculty identify new ways to integrate AI responsibly

Benefits for Students

- Provides 24/7 access to course-specific academic support
- Offers immediate explanations and clarification
- Supports different learning needs and builds confidence
- Fosters independence and self-paced mastery
- Develops responsible and critical lifelong AI literacy



Workforce Solutions



Core AI Training Modules

Five specialized pathways designed to build structured AI competency and practical skills.

AI Ethics

Ethical AI Practices

- Responsibility
- Bias Mitigation
- Transparency
- Privacy & Security

AI for Industry

Manufacturing

- Robotics
- IoT Systems
- Process Efficiency
- Optimization

Prompting

AI Communication

- Clear Prompts
- Iteration Methods
- Context Control
- Quality Output

AI for Excel

Smart Data Analysis

- Task Automation
- Forecasting
- Advanced Formulas
- Data Cleaning

Power AI

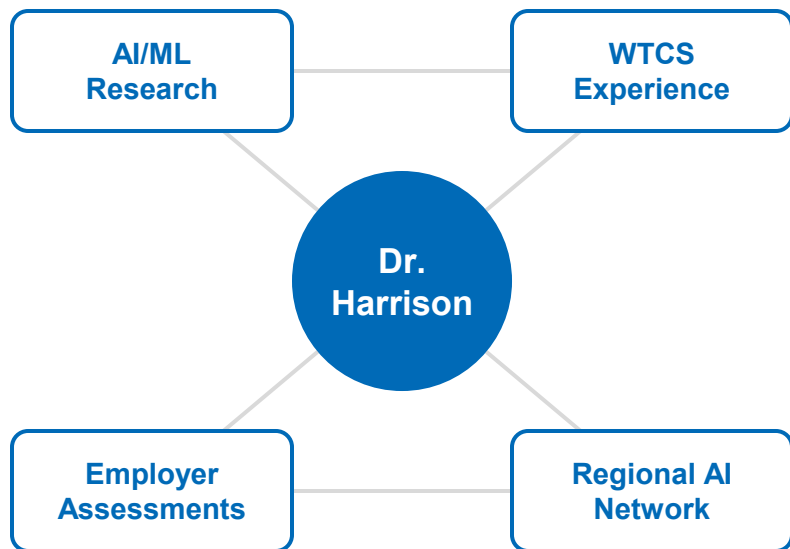
Advanced AI Tools

- Predictive Analytics
- Dashboards
- Business Insights
- Reporting

Building Capability: The AI Expert in Residence

- Building sustainable institutional capability and knowledge transfer, reducing reliance on external consulting.
- Developing employer-facing AI Readiness Assessments and guiding responsible AI deployment.
- Establishing MATC's value and positioning the college within the regional AI ecosystem.

AI Expert in Residence: Dr. Christopher Harrison

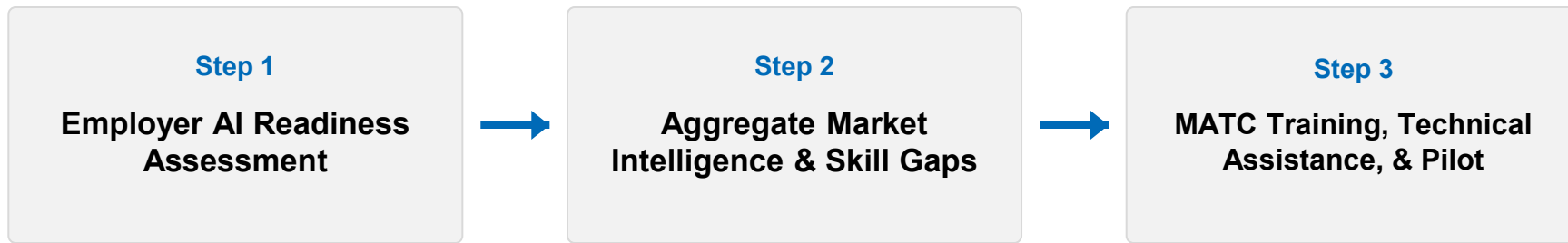


Why this matters

Dr. Harrison brings a PhD in computer science, more than two decades of AI and computing experience, prior AI strategy and training work with Wisconsin technical colleges, and leadership of MadAI.

His role is to help MATC build a readiness methodology, not simply receive an outside report.

The Readiness Feedback Loop



Closing the Readiness Loop

Repeated employer assessments allow MATC to identify industry patterns and systematically refine curriculum to meet emerging demand.

- **Identifies Industry Patterns:** Maps aggregated assessment data to prioritize high-value skill clusters across regional partners.
- **Pivots Curriculum dynamically:** Standardizes insights from pilot feedback to immediately update classroom instruction.

Driving Institutional Success: Our Expected Outcomes

Stackable Credentials

Stackable Applied AI credentials that align student skills directly with modern industry demands.

AI Course Tutors

Faculty-developed AI tutors customized to scale academic support and boost student outcomes.

Workforce Training

Reusable workforce training modules built to rapidly upskill regional employer teams.

Employer Assessments

Validated employer assessments that verify and benchmark practical AI competencies.

POSITIONING MATC AS THE REGIONAL HUB FOR APPLIED AI

The goal is to position MATC to help students, employees, employers, and the institution use AI responsibly to solve real problems.