

2025-26

Plan of Representation



NICOLET COLLEGE

2025-26 PLAN OF REPRESENTATION

[Section 38.10 \(2\)\(c\)1](#), Wisconsin Statutes required WTCS District Appointment Committees to formulate a plan of representation for the membership of the district board. The language is as follows:

“The plan shall give equal consideration to the general population distribution within the district and the distribution of women and minorities within the district. The plan of representation for the membership of the district board that governs a district encompassing a 1st class city shall also give equal consideration to the distribution of minorities within the 1st class city. The plan shall form the basis upon which membership of the district board is determined.”

Responsibility for formulation of the plan rests with the Appointment Committee who must determine compliance with the statutes prior to its submission to the Wisconsin Technical College System Board. The Wisconsin Technical College System Board will review district board appointments to determine whether they comply with the provisions of the plan and the requirements of s. [38.08 \(1\)\(a\)](#). The plan is to be formulated prior to the appointment of members to the district board is as follows:

[38.08 \(1\)\(a\) 1](#). “1. A district board shall administer the district and, except as provided in subd. [1g.](#), shall be composed of 9 members who are residents of the district, consisting of the following:

- a. Two employers.
- b. Two employees.
- c. Three additional members.
- d. One school district administrator, as defined under [s. 115.001 \(8\)](#).
- e. One elected official who holds a state or local office, as defined in s. [5.02](#).

[38.08 \(1\)\(a\) 2](#). “The employer and employee members of the district board shall be representative of the various businesses and industries in the district. The school district administrator shall be employed by the school board of a school district located in the district. Of the 3 additional members, no more than 2 may be employers, no more than 2 may be employees, no more than 3 may be school district administrators and no more than 3 may be elected officials. No 2 members of the district board may be officials of the same governmental unit nor may any district board member be a member of the school board that employs the school district administrator member.”

The WTCS Board shall only approve district board appointments where the district board, following Board approval, would have a minimum of three female and three male members and, if the total percentage of minorities within a WTCS district exceeds 6.5 percent of the general population, at least one minority member.

*Present Population Distribution – The population of the Nicolet College District is based upon 2022 Wisconsin Department of Administration (WI DOA) estimates.

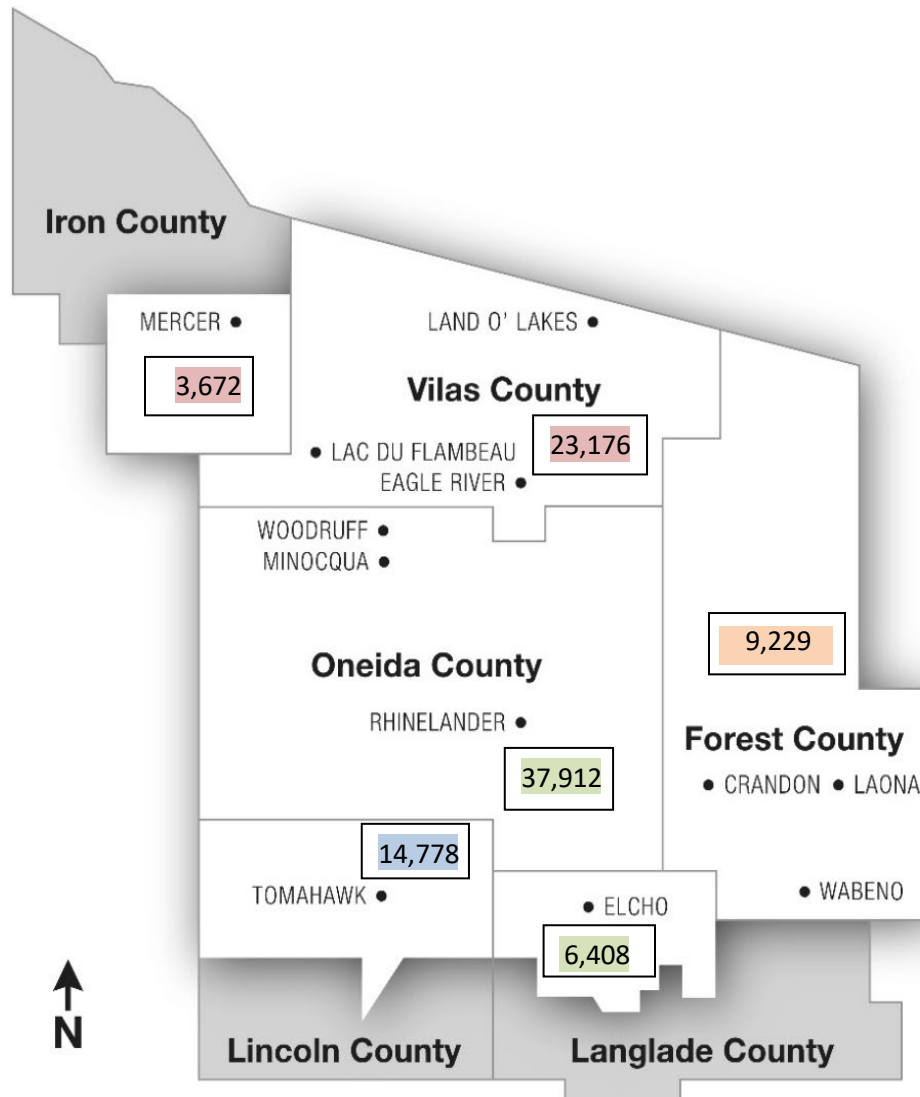
The current estimated population of the Nicolet College district is 49.0% female and 51.0% male. Of the total population, 11.5% are minorities.

1. The Plan of Representation will meet the statutory requirements with respect to Employers, Employees, School District Administrator, Elected Official, and Additional Members.
2. Geographical representation within each of the Nicolet College district counties will be as follows:
 - One member from Forest County
 - One member from the portion of Lincoln County that is within the Nicolet College district
 - Four members from Oneida County and the portion of Langlade County that is within the Nicolet College district
 - Two members from Vilas County and the portion of Iron County that is within the Nicolet College district

- One member from any Nicolet College district county that is within the Nicolet College district
- A minimum of three female and three male members will be maintained on the Board.
- At least one minority member will be maintained on the Board.

Representation by Population Distribution

The Nicolet College District includes Vilas, Forest and Oneida Counties plus the portion of the School District of Tomahawk and the School District of Prentice in Lincoln County; the School District of Rhinelander in Lincoln and Langlade Counties; and the School District of Elcho in Langlade County; and the School District of Mercer and the Town of Sherman in Iron County (30.9% of Lincoln, 24.3% of Langlade, 29.3% of Iron).



Representation by Population Distribution

County	2024	2023	9 Members
Forest	9,229	9,147	*1 Representative
Lincoln (30.9% of Lincoln)	14,778	14,603	*1 Representative
Oneida (and 24.3% of Langlade)	44,320	43,900	*4 Representatives
Vilas (29.3% of Iron)	26,848	26,831	*2 Representatives
From any of the district counties			1 Representative
TOTAL	95,175	94,481	9 Representatives

Female and Minority Population Distribution by County

County	2024 Est. Population	2024 Est. % of Nicolet District Population	2024 Est. Female Population of Nicolet District	2024 Est. Minority Population of Nicolet District
Forest	9,229	9.70%	4,534	2,199
Iron (29.3% of Iron)	3,672	3.86%	1,811	258
Langlade (24.3% of Langlade)	6,408	6.73%	3,151	603
Lincoln (30.9% of Lincoln)	14,778	15.53%	7,290	1,163
Oneida	37,912	39.83%	18,666	2,902
Vilas	23,176	24.35%	11,146	3,800
TOTAL	95,175	100.00%	46,598	10,925

Methodology for Calculating Wisconsin Technical College System District Population Estimates December 2025

There is no single existing source of Wisconsin Technical College System (WTCS) population estimates at the district level. District estimates must be derived from existing data sources. The following sources and methodology have been used for at least the last 20 years (and perhaps longer) to calculate district population estimates:

Data Sources

- Population Estimates for Wisconsin Counties**
 - Source: Demographic Services Center, Department of Administration (DOA)
 - Annually as of January 1 (preliminary) or later (final)
- Annual (County) Resident Population Estimates by Age, Sex, Race and Hispanic Origin**
 - Source: U.S. Census Bureau, American Community Survey 5-Year Estimates
 - Annually as of July 1 (This past year will not be available until after February 2026)

Methodology

1. Overall WTCS district population estimates are based on DOA's annual "Population Estimates for Wisconsin Counties" (Source #1). Many district boundaries span multiple counties. In cases where a district's boundaries span multiple counties, the county's population is allocated among the relevant WTCS districts according to "conversion factors." The latter is calculated using the Wisconsin Department of Revenue equalized property valuation data at the K-12 district level.
2. DOA's county population estimates do not include breakouts by race/ethnicity and/or gender. Instead, county-level U.S. Census data that includes these breakouts (Source #2) are used to estimate the number and percentage of men and women and minorities in each district.

Contacts

Methodology for Population Estimates

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