

SCHOOL DISTRICT OF WEST ALLIS-WEST MILWAUKEE, ET AL.
WAWM Activity & Fitness Center (AFC) (Former Lane) (414) 604-3005
1300 S. 109th St., 2nd Floor - Room 220
West Allis, WI 53214

**EMPLOYEE ENGAGEMENT & CULTURE
BOARD COMMITTEE MEETING MINUTES**

**June 22, 2026
5:30 PM**

1. Call to Order

The meeting was called to order at 5:23 p.m.

2. Roll Call

The following were present at the meeting:

- Jane Carr, Chair
- Brian Keller, Vice Chair (*excused*)
- Noah Leigh, Committee Member
- Aaron Norris, Assistant Superintendent
- Janet Delikat, Human Resources Manager

3. Adoption of Agenda

Motion by Leigh to adopt the agenda as posted, seconded by Carr.

4. Approval of Minutes

Motion by Leigh to approve the minutes of the March 16, 2026 meeting, seconded by Carr.

5. Public Comments

None

6. Old or Unfinished Business

None

7. New Business

7.1. Vacancy Rate

- The overall current District vacancy rate (excluding paras and custodial staff) is 2.77%. It was discussed that going forward the overall rate will include all employee groups. Vacancy rates by building and employee groups will also be reported.
- In addition, the turnover rate by school and employee groups on a monthly basis will now be reported on.

7.2. Open Positions

- The current open positions list (as of 6-19-26) was reviewed.

7.3. Suggestion Box Themes

- There were no themes to discuss at this time. However, a better way to track and monitor responses was discussed, including updating the "response" card to include more information and create an electronic version as well. A draft response card will be developed for review.

7.4. Meeting Cadence

- July 16 - Joint Committee Meeting with Financial Stability & Efficiency (*FSE would not meet on July 9*)

8. Items to be Considered for Future Discussion

None

9. Adjournment

Motion by Leigh to adjourn the meeting at 5:45 p.m., seconded by Carr.