SCHOOL DISTRICT OF WEST ALLIS-WEST MILWAUKEE, ET AL.
Zoom Meeting

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

**October 19, 2026**
**5:00 PM**

1. **Call to Order**
The meeting was called to order at 5:03 p.m.

2. **Roll Call**
The following were present at the meeting:
- Jane Carr, Chair
- Brian Keller, Vice Chair
- Noah Leigh, Committee Member
- Dr. Nicole Jones, Director of Human Resources & Employee Engagement

3. **Adoption of Agenda**
Motion by Noah Leigh to adopt the agenda as posted, seconded by Brian Keller.

4. **Approval of Minutes**
Motion by Brian Keller to approve the minutes of the June 22, 2026 meeting, seconded by Noah Leigh. No minutes were recorded for the September 21, 2026, meeting because a lack of quorum resulted in its cancellation.

5. **Public Comments**
None

6. **Old or Unfinished Business**
None

7. **New Business: Presentation of Vacancy Rates and Retention Data**

7.1. Current Vacancy Rate
- 1.54% with 10 current openings
- 13.79% EA Vacancy Rate

7.2. Open Positions
- 5 Cross Cat Sped Teacher Openings
- 1 EC Sped Teacher Opening
- 1 IS Sped Teacher opening
- 1 Speech Pathologist opening
- 1 Associate Principal
- 1 Social Worker

7.3. Turnover Trend Data
- 2025-26 Fiscal Year down 42% compared to 22-23 and similar to prior fiscal year
- Highest turnover in special education
    - 2 Sped teachers out at Mitchell? How are they managing minutes? Is there an overload? How do we prevent burnout?
    - Need to engage in focus groups/stay interviews with sped staff
- 15 resignations to date for 2025-26
    - What are the reasons? Is it tied to compensation or work environment?
    - Average time spent here is 7 years? Are we still serving as a “feeder program” for neighboring districts or are we moving past that trend?

- Going forward can we do the breakdown by month to identify when most happen?

7.4. Suggestion Box Response Card Update

7.5. Contract Breakage Fees

**8. Items to be Considered for Future Discussion**
None

**9. Adjournment**
Motion by Jane Carr to adjourn the meeting at 5:56 p.m., seconded by Noah Leigh.