

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

**February 18, 2025
5:30 p.m.
Google Meet**

1. Call to Order

The meeting was called to order at 5:31 p.m.

2. Roll Call

The following were present at the meeting:

- Brian Keller, Committee Chair
- Brendan Burns, Committee Vice Chair
- Marianne Marshall, Director of Human Resources
- Jane Carr, Committee Member - excused

3. Review and Add Any Modifications to the Agenda

None

4. Approve Minutes from the Last Meeting

Motion by Mr. Burns, second by Mr. Keller to approve the minutes of the January 21, 2025, meeting.
Motion passed

5. Public Comments

None

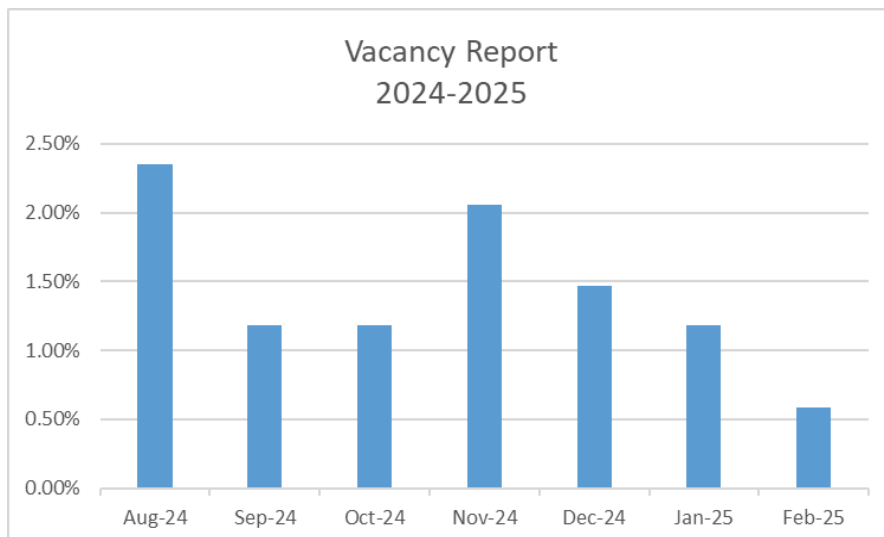
6. Old or Unfinished Business

6.1. Substitute Program

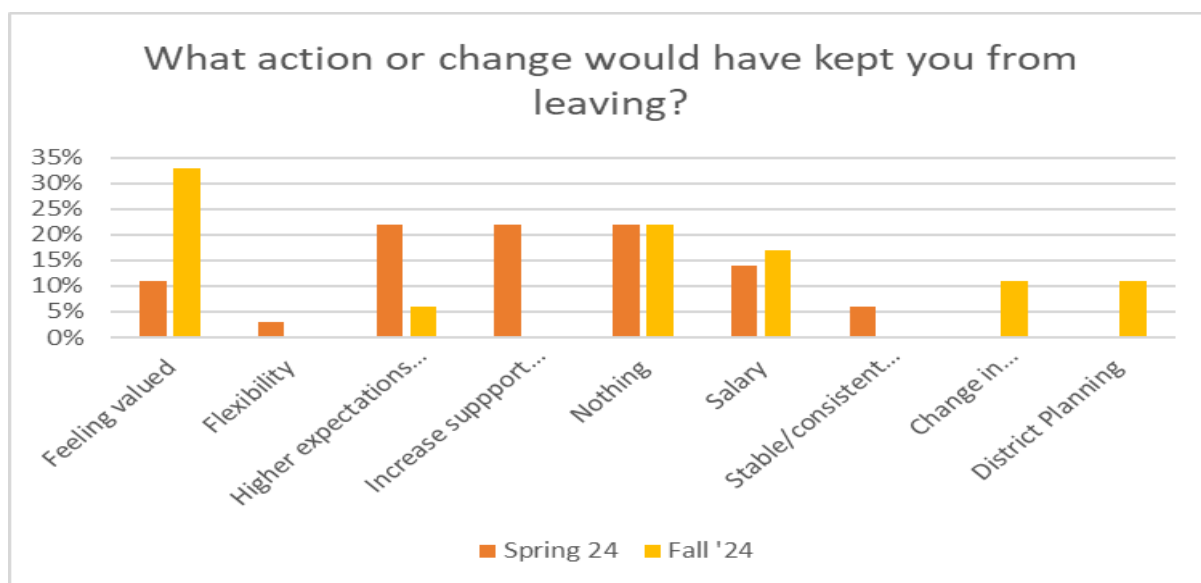
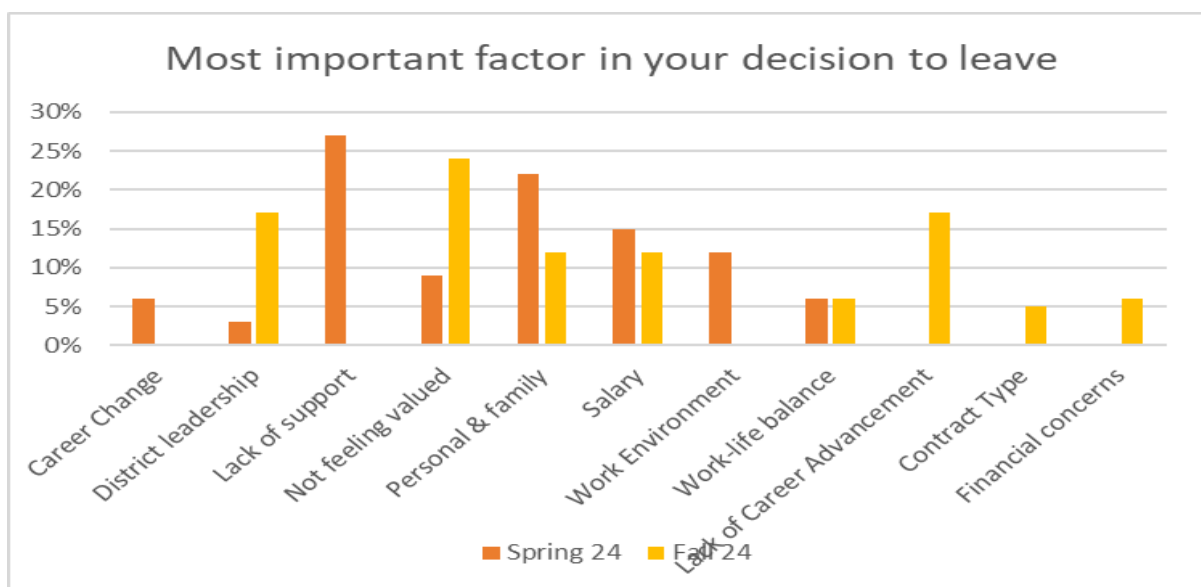
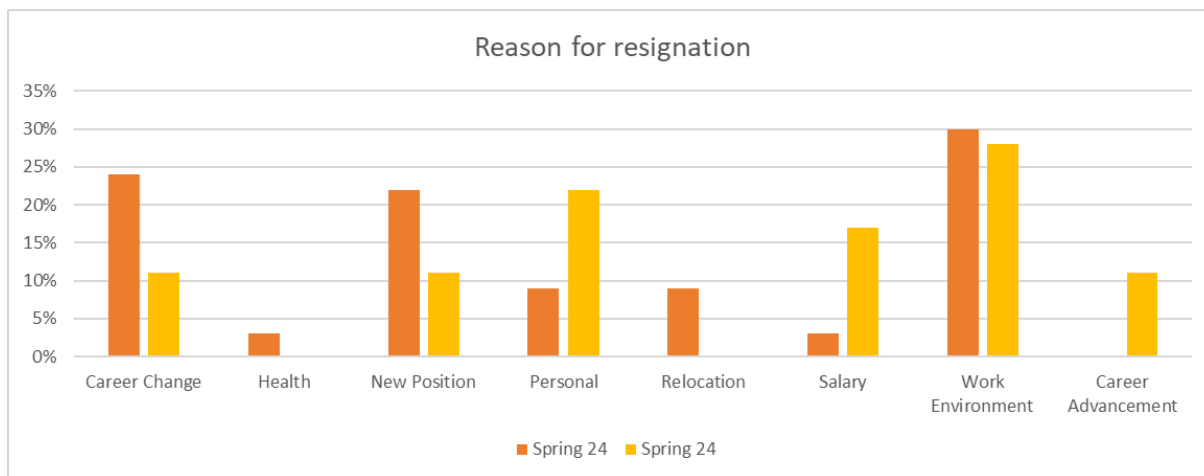
- Members of the committee agreed that the identified suggestions from the last meeting should be brought to the Executive Cabinet for feedback.
- It was agreed that the committee will look at neighboring districts regarding their incentive compensation practices for comparison

7. New Business:

7.1. Vacancy Report



7.2. Exit Interviews



8. Items to be Considered for Future Discussion

9. Adjournment

The meeting adjourned at 6:02 p.m.