

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

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

**October 9, 2025
5:00 p.m.
Zoom**

1. Call to Order

The meeting was called to order at 5:05 p.m.

2. Roll Call

The following were present at the meeting:

- Jane Carr, Committee Chair
- Brian Keller, Committee Vice Chair (arrived 5:40 p.m.)
- Noah Leigh, Committee Member
- D. Garcia, Director of Talent Acquisition & Employee Engagement

3. Review and Add Any Modifications to the Agenda

None

4. Approve Minutes from the Last Meeting

Motion by Jane Carr second by Noah Leigh to approve the minutes of the August 14, 2025 meeting.

5. Public Comments

None

6. Old or Unfinished Business

6.1. Report on Kelly Staffing Timeline and Preparing Our Staff

Benefits: Full time, benefits, can work additional hours in retirement, can serve in other districts, access to Professional Development

WAWMSD Provides Substitutes: a universal binder to support the substitute

Experience, Similar table of contents (re: plans, seating chart, behavior management, bathrooms, parking, breakroom)

6.2. Educator Effectiveness

Calibrate practice. September Student Learning Objective and their Professional Practice Goals. Weekly professional learning in leadership in the form of slides with video.

6.3. Job Description Update

EA and Administrative Assistants need to add ADA accommodations.

6.4. Newsletter: BetterU@WAWM-HR, Wellness and Benefits Newsletter

7. New Business

7.1. Update on 2025-2026 Employee Engagement Survey

- Two week window Starting October 15
- Encouraged to schedule it
- Rating by school and specific to district
- Disaggregated data by staff demographic-for example, teachers new to our district who are experienced teachers
- Should we ask everyone to do it and schedule it? Discussed different perspectives.

7.2. Stay Interviews

Next Month Counselor at FLW

7.3. Handbook Updates: Health, Wellness and Benefits

Team of Exec Cabinet Directors has done an audit of our health and wellness program and will have action steps to follow (curriculum, physical activity and nutrition)

8. Items to be Considered for Future Discussion

8.1. November Employee Engagement Survey Data Analysis to draft Key Performance Indicators

9. Adjournment

The meeting adjourned at 5:58 p.m. Moved by Jane Carr, seconded by Noah Leigh