

SCHOOL DISTRICT OF WEST ALLIS-WEST MILWAUKEE, ET AL
1205 S. 70th Street
West Allis, WI 53214
Zoom

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

**May 21, 2024
Zoom Meeting
5:30 p.m.**

1. Call to Order

The meeting started at 5:30 p.m.

2. Roll Call

The following were present at the meeting:

- *Joe Becker, Committee Member*
- *Brendan Burns, Vice Chair*
- *Marianne Marshall, Director of Human Resources*

3. Modifications to the Agenda

None

4. New Business:

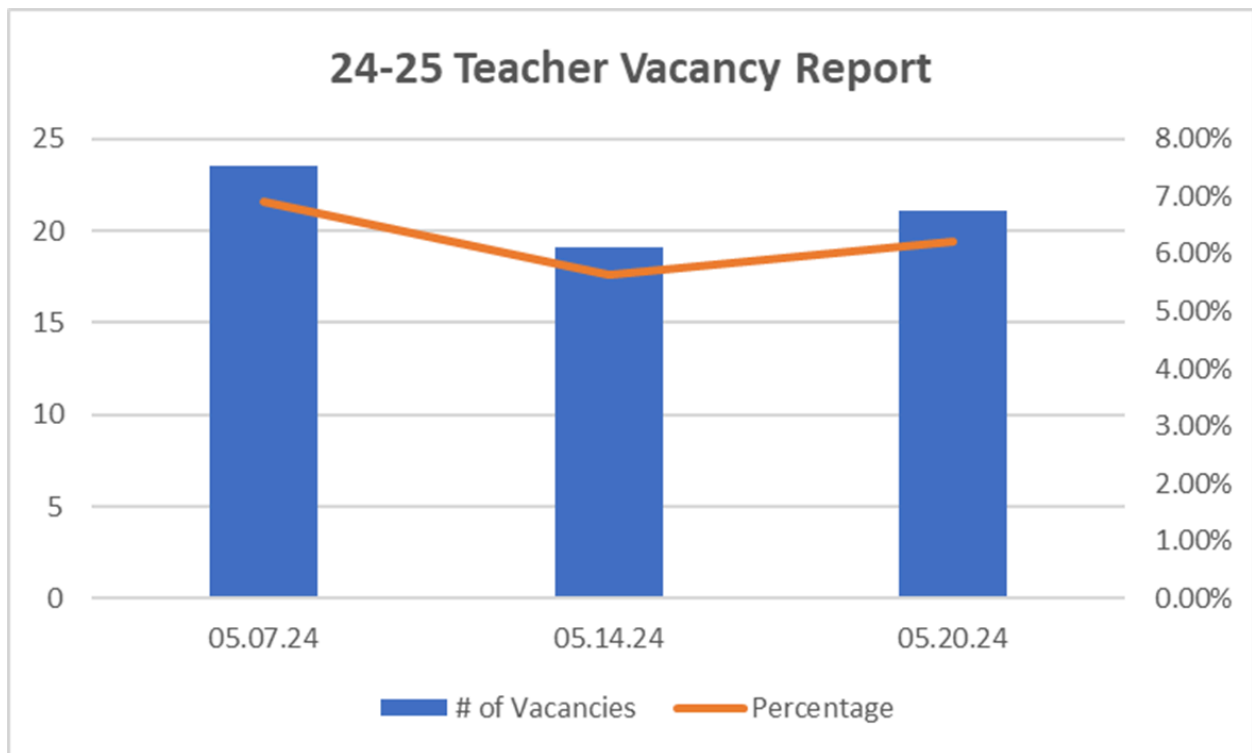
4.1 Annual Salary Re-Evaluation Program Results

- *We began to accept request on February 1 and will continue through 11:59 p.m. on March 1*
- *31 Individuals received an increase in their base wage through this program.*
- *Individuals needed to meet the set criteria*
 - *Position needs to have been identified as “High Needs/Hard to Recruit/Fill*
 - *Individual has not received a wage increase through the program during the past two years.*
 - *Individual needs to have completed three consecutive years of employment with WAWM.*

4.2 Update on Professional Staffing Contract Returns:

- *Hired 22 individuals for next year (as of 05.17.24)*
- *Special Education Blitz*
 - *Held on April 29, 2024*
 - *4 principals*
 - *7 candidates*
 - *4 offers extended.*
 - *3 acceptances*
- *Upcoming Interview Blitz*
 - *Education Assistants – end of July*
 - *Substitutes – beginning of August date on Professional Staffing Contract Returns*

4.3 Vacancy Report



4.4 Recruitment Report

See 4.2

4.5 Substitute Survey Results

[Substitute Engagement Survey](#)

4.6 Snacks with Staff Site Visits

- *The HR Team has visited every school this past Feb/May*
- *This was an opportunity to engage staff members on a one to one basis*
- *Staff brought concerns or questions*
- *Most questions were regarding retirement or insurance issues*

5. Community Feedback

6. Additional Items for Future Committee Meetings

7. Adjourn

The meeting ended at 5:54 p.m.