

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

**FINANCIAL STABILITY & EFFICIENCY  
BOARD COMMITTEE MEETING MINUTES**

**November 20, 2025  
5:00 PM**

**1. Call to Order**

The meeting was called to order at 5:04 p.m.

**2. Roll Call**

The following were present at the meeting:

- Kristen Keyser, Chair
- Jane Carr, Vice Chair (*excused*)
- Noah Leigh, Committee Member
- Aaron Norris, Assistant Superintendent

**3. Review and Add Any Modifications to the Agenda**

None

**4. Approve Minutes from the Last Meeting**

Motion by Noah Leigh to approve the minutes of the October 22, 2025 meeting, seconded by Kristen Keyser.

**5. Public Comments**

None

**6. Old or Unfinished Business**

**6.1. Compensation Model Updates**

- About halfway through discussing the model within schools and receiving good feedback, teachers are being surveyed post-presentation; teachers overall are able to speak about how the model works, majority are content with the model, conversations are continuing.
- Will be sending out a verification email to certified staff regarding level of education, do they teach a market value / delta course, and years overall in education / years out of WAWM / years in WAWM, etc before we send out contracts.
- The ultimate goal is a compensation model that can be reliably funded for years to come that honors the vast majority of certified staff for their years of loyalty and experience to the district.

**7. New Business**

**7.1. Business Office Updates: CPI & Audit**

- CPI is trending around 2.81%
- Audit from Baker Tilly is in its final review with the partners

**7.2. Understanding Your Tax Bill - Website Update**

- Not live on the website yet; will be a way for constituents to see how the mill rate is calculated and pertains to our school district, will include a clickable 2024 tax statement that explains how the school district factors into your tax bill, plus the terminology of various factors (referendum, fair market, state aid, etc); suggestion to add a calculator to show how vouchers affect your public tax dollars, how much goes toward the capitol referendum, etc.

**8. Items to be Considered for Future Discussion**

None

**9. Adjournment**

Motion by Noah Leigh to adjourn the meeting at 5:46 p.m., seconded by Kristen Keyser.