

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

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

**July 15, 2025
5:30 PM
Zoom**

This meeting was held via [Zoom](https://wawmsd-org.zoom.us/j/85737735560?pwd=7aDCyfgkPE0zpp9CCsQVd5VhxUwThG.1):

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1. Call to Order

The meeting was called to order at 5:40 p.m.

2. Roll Call

The following were present at the meeting:

- Jane Carr, Chair (*joined at 5:50 p.m.*)
- Brian Keller, Vice Chair
- Noah Leigh, Committee Member
- D. García, Director of Talent Acquisition and Employee Engagement

3. Review and Add Any Modifications to the Agenda

None

4. Approve Minutes from the Last Meeting

Motion by Brian Keller, second by Noah Leigh to approve the minutes of the June 24, 2025 meeting.

5. Public Comments

None

6. Old or Unfinished Business

6.1. Substitute Program-Area Comps Data

	Daily Sub rate	Building Sub	LT Sub
WAWM	\$148.79	\$200.30	\$183.12
Wauwatosa**			\$190
New Berlin**	\$115	\$160	\$175
Waukesha	\$130	\$180	\$130
Muskego***			\$175
Elmbrook***			\$185
Whitnall***			
OC	\$128		\$175
Northlake	\$130		
Germantown***	\$126	\$160	

** EDUSTAFF, ***Teachers on Call

Discussion:

Would fill rates be higher if we used a staffing agency?

What are the barriers to filling substitute positions?

What is WAWM doing to recruit/attract potential substitutes?
What do Wauwatosa and MPS pay?
What is the fill rate for Regular Ed versus Special Education?

6.2. Resignation Rate

For 24-25: approximately 594 professional educators and approximately 67 resigned during the year or at the end of the year: 11.27% (does not include retirements).

Discussion:

What was the sub fill rate in 23-24? 22-23?

Could this be posted on the website for accountability for the Referendum?

7. New Business

7.1. Welcome D. García, Director of Talent Acquisition and Employee Engagement

7.2. KPIs for Department of Talent Acquisition and Employee Engagement (T&E)

Information: KPIs for the department ([Slide Deck](#))

Discussion: Indicators that might provide focus for this committee

Discussion: Engagement is the key focus. As the data is collected, it will help us to focus on action.

- Feeling part of the community.
- Being engaged with our schools.
- Provide clarity on the fill rate of hard to fill positions.
- What are the strategies we are going to put into practice?
- Is there an employee referral program?

The Committee agrees to focus on Employee Engagement.

Discussion: What are the next steps?

- Look at Survey results and what they say as a next step?
- How old is the data? When will the data be collected again?
- Are we asking the right questions?
 - Are there questions to add or remove?
- Do we impact the validity of the results if we change questions?
- Would like to see any narrative text available, and themes? By level, by school.

Next step: A summary of the data one week before the next meeting to be discussed at the next meeting.

7.3 Discuss Future Committee Meeting date/time:

Effective August 14, 20225, the Committee will meet on the second Thursday of each month at 5:00 p.m. via Zoom instead of the third Tuesday of each month.

8. Items to be Considered for Future Discussion

- A summary of the data to be discussed at the next meeting will be provided one week in advance.
- Highlights and successes to be discussed with Ms. Carr to be considered for the agenda.
- Present modified PTO structure.

9. Adjournment

The meeting adjourned at 6:34 p.m. Moved by Leigh, seconded by Keller.