

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

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

**September 18, 2025  
5:00 PM**

1. Call to Order  
The meeting was called to order at 5:01 p.m.
2. Roll Call  
The following were present at the meeting:
  - Kristen Keyser, Chair
  - Jane Carr, Vice Chair
  - Noah Leigh, Committee Member
  - Aaron Norris, Assistant Superintendent
3. Review and Add Any Modifications to the Agenda  
No Modifications
4. Approve Minutes from the Last Meeting  
Motion by Jane Carr, second by Noah Leigh to approve the minutes of the August 21, 2025 meeting.
5. Public Comments  
None
6. Old or Unfinished Business
  - 6.1. Compensation Model & Next Steps
  - Certified teachers and staff are the focus right now (teachers, SLPs, OTs, PTs) and not admin
  - Compensation committee met on Wednesday, September 17
  - "We Not Me" model and using a steps and lanes model for compensation
  - Upcoming plans:
    - September / October - Committee members have gone back to their schools with a presentation about who they are, a model of the compensation model, and to get feedback; Board Workshop Monday, October 20, 2025
    - November - Finalize a booklet (ex. if I get a masters, what's my compensation now?) and begin meeting with staff at every school
    - December / January - Discuss the "appeal / clarification" process and continue speaking with peers and ongoing conversations
    - February - Board approval of the compensation requested
    - March - Staff meetings to educate on approval, the plan and what to expect at all schools
    - April - Board approval requested for base wage increase for all employees and end of April contracts sent out
    - May - "Appeal / Clarification" requests submitted by May 8, 2026
- 6.2. January 2026 Health Insurance Renewal  
Board approval request on Monday, September 23 for 11% increase renewal.
7. New Business
  - 7.1. Post 65 Retiree Renewal  
Board updates coming soon; district currently pays 50% of the base, the employee can select a buy up; recommendation will be to modify the base plan so the district costs are fixed and the employee monthly cost is \$72.
8. Items to be Considered for Future Discussion  
None
9. Adjournment  
Motion by Noah Leigh, second by Jane Carr, to adjourn the meeting at 6:00 p.m.