

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

**February 12, 2026
5:00 p.m.
Zoom**

1. Call to Order

The meeting was called to order at 5:03 p.m.

2. Roll Call

The following were present at the meeting:

- Jane Carr, Committee Chair
- Brian Keller, Committee Vice Chair
- 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 to approve the minutes of the December 11, 2025 meeting, seconded by Brian Keller.

5. Public Comments

None

6. Old or Unfinished Business

6.1. KPIs Discussion

- KPI Retention:
 - When contracts are returned collect another data point on that, 93% returning their contracts
 - Get a mid year % based upon contacts in September and resignations
 - Exit Survey and reason for leaving would be great—themes
 - Would like to know how many resigned by quarter/semester
 - Who in mid-year stayed or left—why?
- Hard to Fill Sped Position
 - It is a DELTA position—is the Delta Working?
 - Want to know if the Salary Delta was persuasive for these staff
 - Report on % vacant for all Delta positions
 - 1 School Psych
 - 1 Speech
 - .5 Reading Specialists
- Employee Engagement
 - Likes asking what else, what other reason?
 - Work/Environment/Culture—can we see from the data?
 - Need to get data on teacher skill and service for Behavior Management and Engagement

7. New Business

7.1. Exit Interview Data - Quarter 2

7.2. Kelly Substitute Data - Quarter 2

7.3. April Board Workshop

- Is there anything else that we should bring to the full board?
 - Sub fill rate
 - KPIs: These are them and this is the data

8. Items to be Considered for Future Discussion

- Bring data on KPIs discussed in February
- Update on returned contracts after April 27-June 10

9. Adjournment

Motion by Jane Carr to adjourn the meeting at 6:00 p.m., seconded by Noah Leigh.