

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

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

**August 14, 2025
5:00 p.m.
Zoom**

1. Call to Order

The meeting was called to order at 5:08 p.m.

2. Roll Call

The following were present at the meeting:

- Jane Carr, Committee 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 Noah Leigh, second by Jane Carr to approve the minutes of the July 15, 2025 meeting.

5. Public Comments

None

6. Old or Unfinished Business ([Link](#))

- 6.1. Sub Rate Comparison with Wauwatosa and Milwaukee
- 6.2. Sub Staffing Agency- Would like an update on the analysis of budget spent by schools on hourly coverage to determine cost effectiveness.
- 6.3. Sub Vacancy Fulfillment- Update, can we look at an incentive like Milwaukee Public Schools, to give subs a bonus.
- 6.4. Paid Time Off- Reviewed the 10 month employee (11 days: 6 sick, 5 personal).

7. New Business ([Link](#))

7.1. Employee Engagement Survey Results and Discussion

7.1.1. Opportunities, Priorities, Action Steps

- Discussion around teacher perception:
 - "I feel that organization-level resources are allocated to maximize effectiveness across the organization."
 - "I would recommend that parents select my organization to serve their child."
- Discussion around how principals communicate building budgets with staff so that they understand what the budget is, and how it is allocated. The desire is for staff to know what is currently being done, and only then, what do we want to be done.
- How many WAWM students open enroll out to other schools? How many open enroll in?
- Discussion around staff thoughts of children attending WAWM.

8. Items to be Considered for Future Discussion

- 8.1 Report back on Staffing Agency potential after analysis of budgets.
- 8.2 Team to discuss opportunities for "comment boxes" at schools.
 - What does the Association say about this as a need?
 - How do we follow up on this with the person who approached the board member to request this?
 - What other opportunities are there to provide input?
- 8.3 Update on 2025-2026 Employee Engagement Survey

9. Adjournment

The meeting adjourned at 6:12 p.m. Moved by Noah Leigh, seconded by Jane Carr.