

SCHOOL DISTRICT OF WEST ALLIS-WEST MILWAUKEE, ET AL
1205 S. 70th Street
West Allis, WI 53214
Zoom

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

**June 18, 2024
Zoom Meeting
5:30 p.m.**

1. Call to Order

The meeting started at 5:34 p.m.

2. Roll Call

The following were present at the meeting:

- *Jane Carr, Committee Member*
- *Brendan Burns, Committee Vice Chair (Excused)*
- *Brian Keller, Committee Chair*
- *Marianne Marshall, Director of Human Resources*

3. Modifications to the Agenda

None

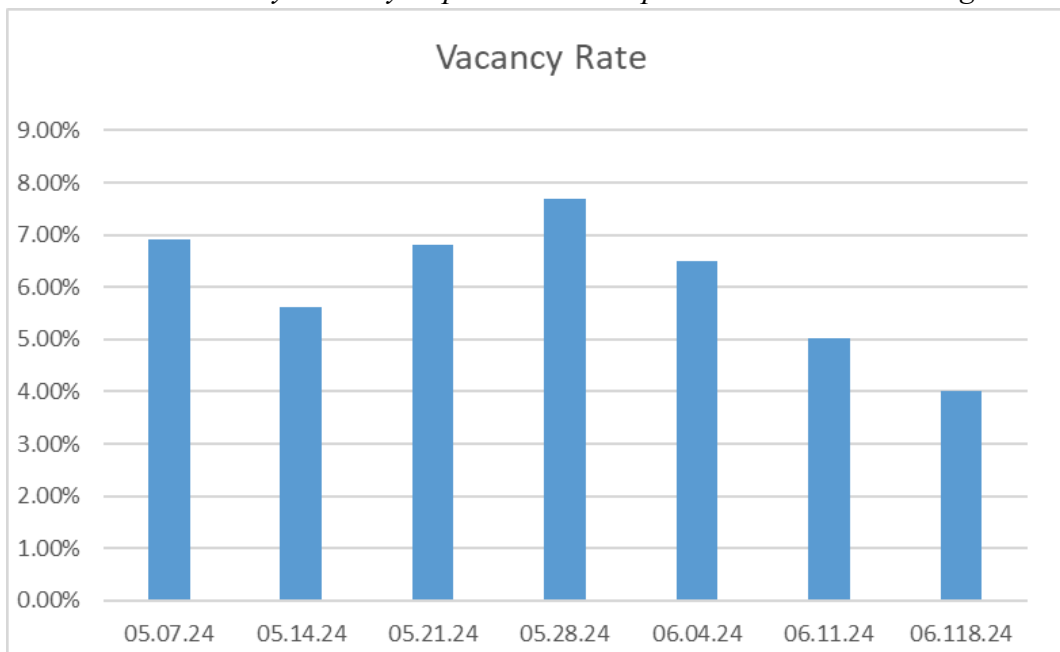
4. Approve Minutes from the Last Meeting

Motion by Keller, second by Carr to approve the minutes of the June 18, 2024, meeting.

5. New Business:

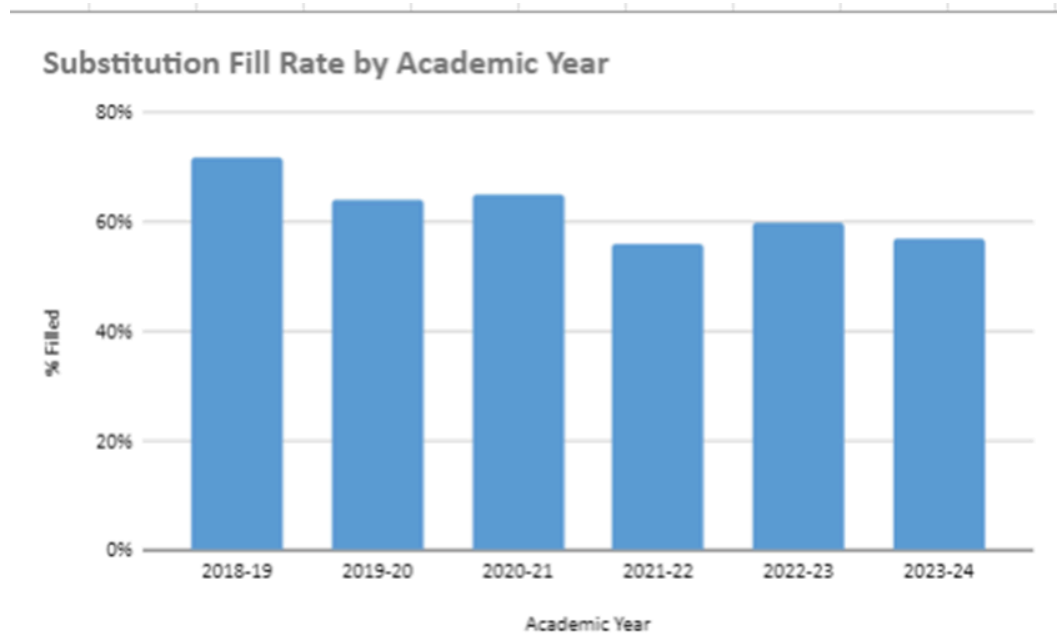
5.1 Vacancy Report:

We reviewed the weekly Vacancy Report which compares week to week changes:



5.2 Substitute Fill Rate

WAWM SD continues to trend with national averages regarding fill rates. When compared to previous years, our rate continues to be steady.

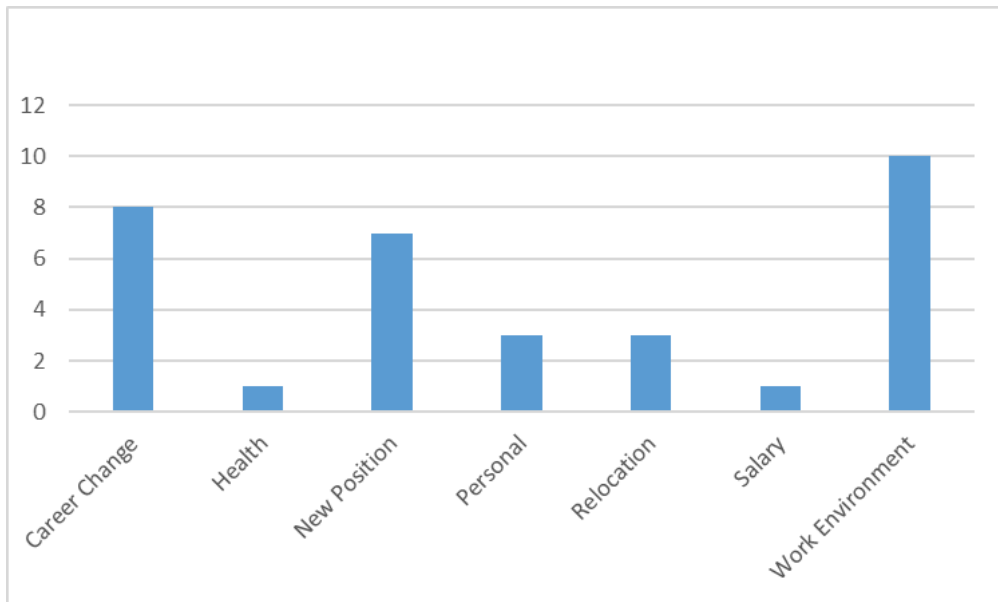


5.3 Exit Interview Updates:

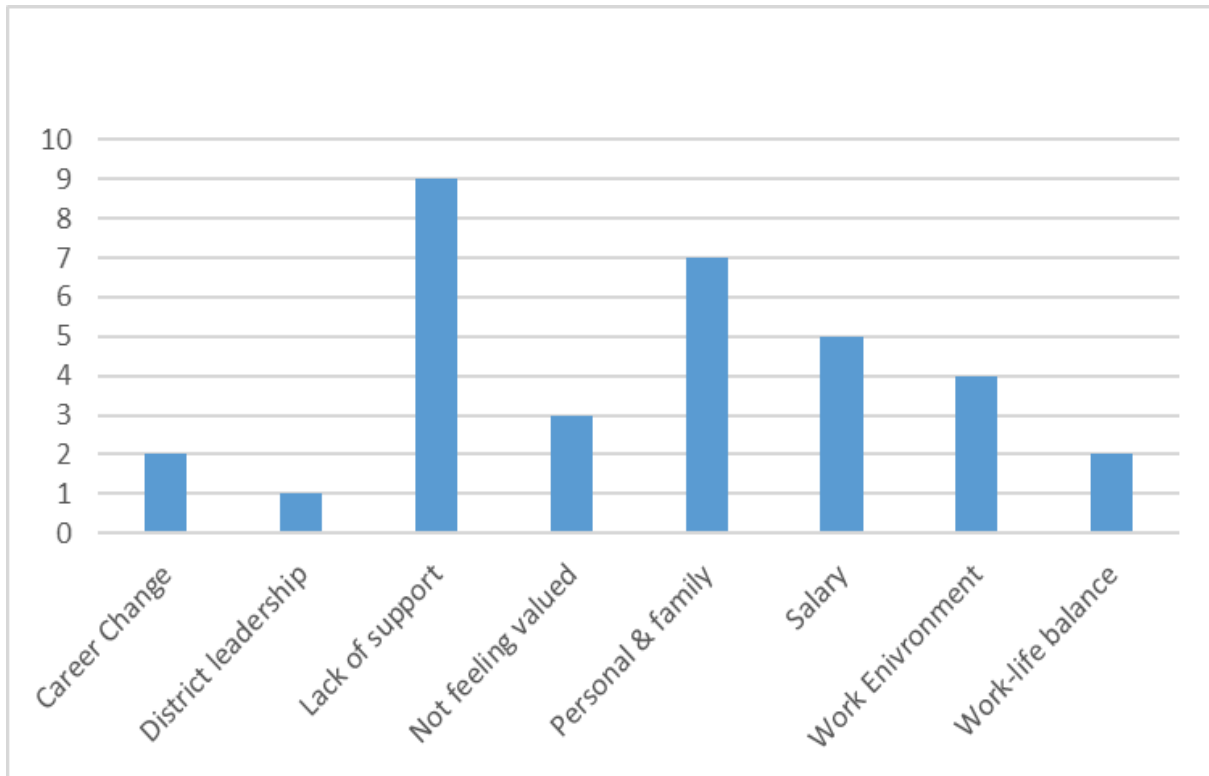
In an attempt to increase our response rate for Exit Interviews, the HR team reached out again to individuals who have decided to leave the District.

- Anyone who notified us that they were retiring or resigning at the end of the academic year was notified.*
- Request Exit: in person, via zoom, or complete questionnaire online.*
- Only 5 requests.*
- Results from January 2024 – June 2024:*

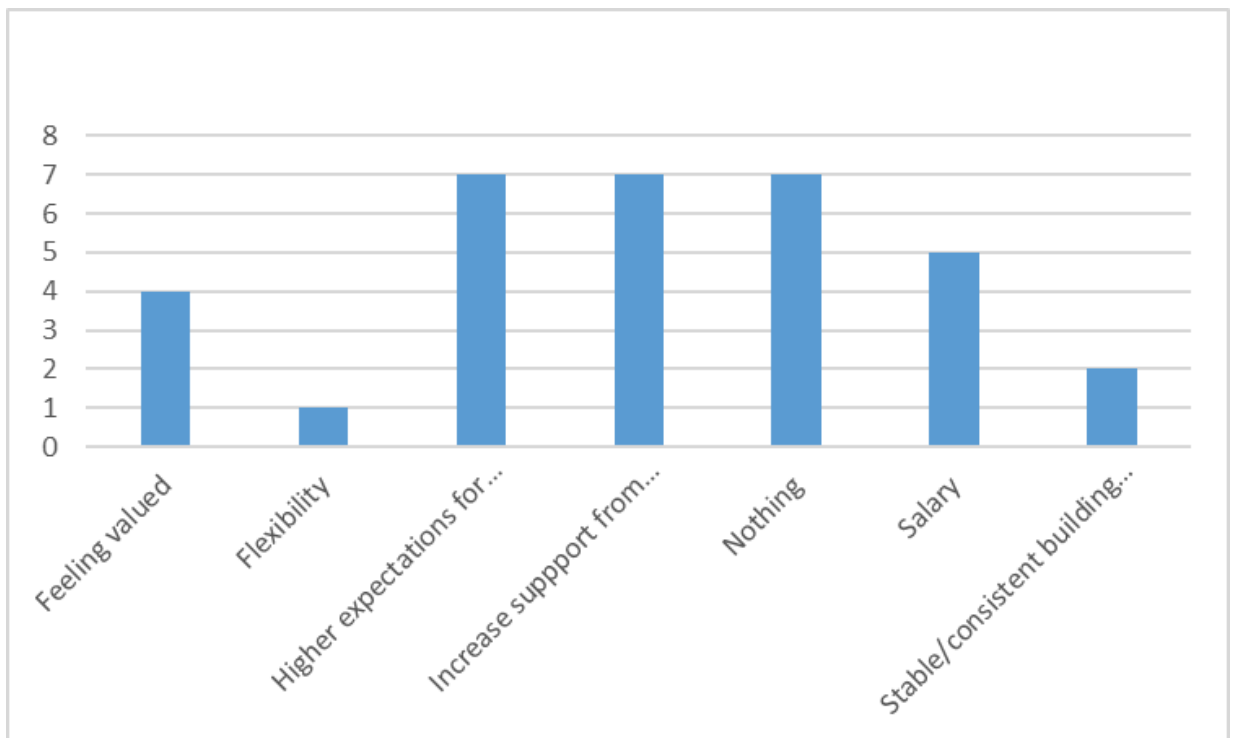
Reason for resignation:



Most Important factor in your decision to leave?



What action or change would have kept you from leaving?



5.4 Summer Projects:

- a. Handbook Updates
- b. Update Leave Policy and Procedures
- c. Touch points to New Teacher Employees
- d. Interview “Blitz”
 - i. Education Assistants – signs and interview “Blitz
 - ii. Substitute “blitz”
- e. Electronic position request
- f. Electronic hiring packet
- g. Educator Effectiveness Roll Over
- h. Update Educator Effectiveness forms

6. Community Feedback

None

7. Possible Suggestion(s) for Future Discussion

Dive deeper into Exit Interview data

8. Adjourn

Meeting adjourned at 6:04 p.m.