

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

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

**March 16, 2026
(RESCHEDULED FROM MARCH 12, 2026)
5:00 p.m.
Zoom**

1. Call to Order

The meeting was called to order at 5:02p.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. Adoption of Agenda

Motion by Noah Leigh to adopt the agenda as posted, seconded by Brian Keller.

4. Approve Minutes from the Last Meeting

Motion by Brian Keller to approve the minutes of the February 12, 2026 meeting, seconded by Noah Leigh.

Motion by Noah Leigh to approve the minutes of the March 12, 2026 meeting, seconded by Brian Keller.

5. Public Comments

None

6. Old or Unfinished Business

March 12: Ended meeting due to technical difficulties

7. Old or Unfinished Business

6.1. KPI Data Dashboard

6.2. April Board Workshop:

- Scheduled for 4/20/26, [Draft of 4/20/26 Workshop](#)
- Bring back April 9th for another opportunity to review

6.3. Suggestion Box Themes

- There are no suggestions this month.

8. New Business

7.1. Staff Survey

- March 25 emails to staff RE the Spring Survey, Mini Survey of 10 Questions opens on April 7-21st, Results in Mid May

7.2. Non-Renewals (Reductions and Reallocations)

- One non-renewal recommendation
- 7 reductions, all accommodated through attrition and retirement

9. Items to be Considered for Future Discussion

- Maternity and paternity leave to retain staff
 - Confirm FMLA Numbers for Child Rearing
 - Noah Leigh is going to bring to the Finance Committee
<https://www.nctq.org/research-insights/does-paid-parental-leave-for-teachers-pay-off/>

10. Adjournment

Motion by Noah Leigh to adjourn the meeting at 6:14 p.m., seconded by Brian Keller.