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

NOTICE & AGENDA
FOR THE
EMPLOYEE ENGAGEMENT & CULTURE
AND
FINANCIAL STABILITY & EFFICIENCY
JOINT BOARD COMMITTEE MEETING

July 16, 2026
5:00 PM

1. Call to Order
The meeting was called to order at 5:02 p.m.

2. Roll Call
The following were present at the meeting:

- Co-Committee Chair
  - Amy Deal, School Board Vice President

- Employee Engagement & Culture Committee
  - Jane Carr, Chair *(excused)*
  - Brian Keller, Vice Chair
  - Noah Leigh, Committee Member

- Financial Stability & Efficiency Committee Members:
  - Noah Leigh, Chair
  - Brian Keller, Vice Chair
  - Joe Becker, Committee Member

- District:
  - Aaron Norris, Assistant Superintendent
  - Janet Delikat, Human Resources Manager

3. Adoption of Agenda
Motion by Noah Leigh to adopt the agenda as posted, seconded by Brian Keller.

4. Public Comments
None

5. Old or Unfinished Business
None

6. New Business
6.1 Employee Engagement & Culture
6.1.1 Current Vacancy Rate

The current vacancy rate is 1.23%.

6.1.2 Open Positions

Open positions include 8 teaching positions.There will be 10 interns in the district this fall, with four of them working towards their special education license. A suggestion was made to track our “time to fill” vacancy rate and collect data on why candidates rescind an offer.

6.1.3 Turnover Trend Data

Staff turnover has decreased from 15.24% in the 2022-2023 school year to 10.26% in the 2025-2026 school year. Ms. Delikat reported that the new compensation model appears to be working and is competitive with other districts. There was a suggestion to break down turnover data by school in the future.

6.1.4 Suggestion Box Response Card Draft Review

Ms. Delikat shared a draft of the Suggestion Box Response Card that will be available for staff to complete. The card breaks concerns down into categories and has a spot to suggest possible solutions. There is also a spot to provide positive feedback. An electronic version of the card will be available for staff if they prefer to complete the card this way. Staff are able to provide their information for the purpose of follow-up or remain anonymous.

6.2 Financial Stability & Efficiency

6.2.1 Post-65 Retiree Health Insurance Renewal

Mr. Norris reported that the expansion of the Inflation Reduction Act will allow the district to decouple the medical and pharmacy parts of Medicare. This will yield a 26% reduction in cost to our district over the next two years.

6.2.2 Pre-65 Health Insurance Renewal

Negotiations around health insurance will be starting along with an analysis of a self-insurance option. There will be a workshop at the end of August with more information about fully-insured insurance versus being self-insured.

6.2.3 Longfellow / Housing for All

Mr. Norris reported that Housing for All received WHEDA approval and has 60 days to secure financing. They are asking for an extension until October to get this funding. There was some discussion on the steps to take after the funding is secured. More to come on this as we secure an extension.

6.2.4 Compensation Model

Mr. Norris reported that the internal team met to start developing compensation models for other employee groups, including Educational Assistants (EAs) and administrative staff.

6.2.5 Financial Stabilization Plan

Mr. Norris asked if there were any questions from committee members regarding the upcoming workshop. Discussion centered around emphasizing the benefits of underlevying to pay off our referendum loans sooner.

7. Items to be Considered for Future Discussion

None

8. Adjournment

Motion by Brian Keller to adjourn the meeting at 5:54 p.m., seconded by Noah Leigh.