



Dr. Tyler Ream
Superintendent
324-2001

Janelle Mickelson
Business Manager
324-2040

Budget and Program Committee

May Butler Center
55 South Rodney, Helena, MT 59601

Friday January 4, 2018
12:00 p.m.

AGENDA

- I. CALL TO ORDER**
- II. GENERAL PUBLIC COMMENT:** *This is the time for comment on public matters that are not on the agenda. Public matters do not include any pending legal matters, private personnel issues or private student issues. Please do not attempt to address such issues at this time or you will be ruled out of order.*
- III. INTRODUCTIONS**
- IV. REVIEW OF AGENDA**
- V. REVIEW OF MINUTES**
 - 1. 12-7-18 Budget and Program Committee Meeting Minutes (See Attached)
- VI. DISCUSSION**
 - 1. Multi-Year Budget Outlook: Phase I Continued
- VII. SUPERINTENDENT REPORT**
- VIII. BOARD COMMENT**
- IX. ADJOURNMENT**

Next Meeting – January 4, 2018



Superintendent
Tyler Ream
324-2001

Business Manager
Janelle Mickelson
324-2007

Budget and Program Committee Meeting

May Butler Center
55 South Rodney

Friday December 7, 2018
12:00 p.m.

MINUTES

Committee

Jeff Hindoien, Trustee
Libby Goldes, Trustee

Others

Todd Watkins, Consultant
Tyler Ream, Superintendent
Josh McKay, Assistant Superintendent
Barb Ridgway, Chief of Staff
Janelle Mickelson, Business Services Administrator
Stacy Collette, Human Resources Administrator
Margret Bentwood, Parent

I. CALL TO ORDER

Trustee Jeff Hindoien called the meeting to order at 12:09 p.m.

II. GENERAL PUBLIC COMMENT

None.

III. REVIEW OF AGENDA

No Change

IV. REVIEW OF MINUTES

No changes.

V. DISCUSSION

Janelle Mickelson introduced Todd Watkins, who performed an analysis. Todd gave an overview of his background and experience. Todd began his presentation, "We focused on wages and benefits, since it is a large portion of your operating budget...I focused on teachers

this past week. This is an entire picture of what the wages and benefits look like for this particular group. The first process was to get the information from Stacy [Collette]...I took the data and made a salary schedule...". Todd, accompanied by Janelle and Stacy, presented an overview of the salary schedule on teachers. "As we go through more data, we obviously have a lot of money being spent at the top of the salary schedule...about 5.6 million on those two steps...". Todd talked about Kalispell comparisons and how he gathered the data and maximized the class sizes while meeting accreditation standard, he recommended Helena do the same. "The purpose of this is to give you a tool to use...even in negotiations...". Extensive discussion amongst the group about the matrix that is presented and how to use it. Janelle asked if it could be separated between Elementary and High School; yes, it can be. Stacy pointed out the different groups/demographics that could be separated out on the matrix. Next steps, "map out the rest of the staff and benefits and separate High School and Elementary", stated Janelle. I think we need to add the benefits...", stated Jeff. "I am more concerned about health benefits...", Janelle said. The group agreed on the next steps and that this is the piece that will help approve budgets in August. In March we hope to "take this to the full board", Tyler Ream mentioned.

VI. SUPERINTENDENT REPORT

None.

VII. BOARD COMMENT

None.

VIII. ADJOURNMENT

There being no further business, the meeting was adjourned at 1:19pm.