



The Helena Public Schools educate, engage, and empower each student to maximize his or her individual potential with the knowledge, skills and character essential to being a responsible citizen and life-long learner.

Steering Committee HPS Compensation Philosophy Meeting

Thursday, November 7th, 2024

Lincoln Center Board of Trustees Conference Room

12:00 p.m.

MINUTES

ATTENDEES

Janet Armstrong, Trustee	Jim Kerins, CMS
Kay Satre, Trustee	Caleb Lewis, CMS
Jennifer Walsh, Trustee	Rex Wertz, Superintendent
Josh McKay, Assistant Superintendent	Jane Shawn, HEA President
Keri Mizell, Human Resources Director	Adam Clinch, Educator
Candice Delvaux, Executive Assistant	Shane Snyder, Senior Infrastructure & Information Systems Manager
Sol Jones, C.R. Anderson Assistant Principal	Avra Branson, Para Educator
Kathy Kidder, Capital High Assistant Principal	Anne Rainey, HHS Office Manager
Anna Alger, Educator	
Barb Ridgway, Chief of Staff	

I. CALL TO ORDER

Trustee Janet Armstrong called the meeting to order at 12:06 p.m.

II. REVIEW OF AGENDA

The agenda was reviewed, and no changes were requested.

III. GENERAL PUBLIC COMMENT

There was no general public comment.

IV. ITEMS FOR INFORMATION/DISCUSSION

A. HPS Compensation Philosophy Discussion

The Steering Committee for the Helena Public Schools (HPS) Compensation Philosophy commenced the meeting with introductions. Mr. Jim Kerins of Communication and Management Services LLC (CMS) subsequently presented the draft Compensation Philosophy. The philosophy is designed to articulate the rationale behind the district's pay structure, with a focus on internal equity, market competitiveness, fiscal responsibility, and the support of staff, students, and taxpayers. It will serve as a foundational guide for developing a classification and pay structure, ensuring proper job ranking and equitable wage ranges.

The committee then meticulously reviewed each section of the compensation philosophy, providing feedback and suggesting revisions. Following a comprehensive review and the incorporation of the proposed changes, the committee agreed that the final draft of the Helena Public Schools Compensation Philosophy would be submitted to the Board of Trustees for approval at the December full board meeting

V. BOARD COMMENTS

The board did not make any closing comments.

VI. ADJOURNMENT

The meeting was adjourned at 2:02 p.m.