



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.

Teacher Bargaining

Thursday, April 10th, 2025

Montana Hospital Association

8:00 a.m.

MINUTES

ATTENDEES

Kay Satre, Trustee	Rex Weltz, Superintendent
Sol Jones, C.R. Anderson Middle School Principal	Gary Myers, Director of Educational Technology
Erika McMillin, School Psychologist	Josh McKay, Assistant Superintendent
Jonna Schwartz, Capital High Educator	Janelle Mickelson, Business Manager
Jane Shawn, HEA President	Paul Phillips, Capital High Educator
Anna Alger, Jim Darcy Educator	Jake Warner, Capital High Educator
Elizabeth McClure, C.R. Anderson Educator	Emma Schmidt, Broadwater Educator
Cal Boyle, Helena Middle Principal	Kathy Kidder, Capital High Assistant Principal
Tia Wilkins, Bryant Elementary Principal	Keri Mizell, Human Resources Director
Brian Kessler, Helena High Principal	Wynn Randall, Rossiter Elementary Principal
Adam Clinch, Capital High Educator	Diane Groves, Teacher Bargaining Facilitator

I. CALL TO ORDER

Trustee Kay Satre called the meeting to order at 8:43 a.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. NEW BUSINESS

A. Item For Discussion

1. Teacher Bargaining

The group reviewed the progress made on previously discussed items and assessed the working agenda, including updates from committee work.

A discussion took place regarding steps to be taken when a guest teacher cannot be secured for a non-classroom teacher. Topics included potential solutions such as hiring efforts, using other employees for parts of the work, and compensating teachers who may need to take on additional workload. It was agreed that a small committee will bring back a recommendation on language for these situations.

The group also discussed steps to take when a classroom teacher has to double up on classes, such as for P.E., due to the unavailability of a guest teacher. Various approaches, including asking for volunteers, providing para support, and having teachers cover multiple classes, were considered. A small committee will bring back a recommendation on language for this issue as well.

The use of leave was reviewed, particularly the preamble in the CBA and how to adhere to its intent. The group discussed the potential need for language regarding Leave Without Pay (LWOP) on a short-term basis (less than 20 days), not an extended leave of absence. Ideas for future work were gathered through note cards.

Information regarding a retirement incentive was shared, with a review of the current contract language. The discussion included both the concept of a one-time retirement incentive and a potential perpetual incentive. It was agreed that these ideas will be bundled for future discussions, particularly in relation to compensation and the STARS Act (pending legislation).

The group also discussed potential compensation for teachers when an overage paraeducator or qualified human resource cannot be obtained for a specified period. A small committee will return with recommendations on language for this issue.

A conversation was held about Teacher Workload (Article 1.3), specifically addressing concerns such as involuntary teaching of 6 out of 7 classes at the high school level, the impact of reductions in music and PE at the elementary level on teachers and librarians, and combo classes. The district provided information on a high school course project, and the

HEA requested reassurance from the district that this issue would be prioritized, as the current solution is not sustainable.

The group broke into four small working groups to address:

Layoff language

Language regarding the lack of overage paraeducators and guest teachers in various scenarios

Ideas for check-ins and ongoing commitment

Collaboration approaches to address workload concerns

The meeting concluded with a commitment to reconvene in phase 2, where small groups will share their work and address outstanding items, such as the STARS Act and compensation.

V. ADJOURNMENT

The meeting was adjourned at 3:30 p.m.