



*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

Tuesday, April 8<sup>th</sup>, 2025

Montana Hospital Association

8:00 a.m.

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# 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 8:11 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

###### Review of Summary of Best Possible Outcomes

The group reviewed and discussed the best possible outcomes as outlined in previous sessions.

###### Review of Approaches to Achieve Best Possible Outcomes

Various strategies and approaches were reviewed and discussed to ensure the best possible outcomes are achieved.

###### Review of Sabbatical Leave Language and Agreement

The group reviewed the sabbatical leave language, with the following clarification:

Employees on sabbatical will receive full health benefits and leave benefits based on their FTE, regardless of the length of the sabbatical. For example, a 1.0 FTE employee approved for a full-year sabbatical would receive half pay but would continue to receive the full leave (15 days) and health insurance benefits.

###### Review of PLC Schedule and Process

The following agreements were made regarding the PLC process:

- The PLC process will be reviewed at the beginning of the school year during building start-up.
- Documents related to PLCs will be saved in a centralized location for easy access.
- 4hThe LMC will be utilized for regular check-ins.

###### Discussion of Extra-Duty Rate

An agreement was reached to increase the extra-duty pay rate from \$30.56 per hour to \$33.00 per hour. This rate applies to duties such as lunch duty, teaching during a prep period or for a missed prep period, middle school orchestra/band/choir performances, and summer work.

###### Discussion on Cell Phone Expenses and Stipend Criteria

The group discussed the criteria for receiving a cell phone stipend. It was agreed that the conversation will continue through the LMC for further clarification and refinement.

Discussion on District-Funded Professional Growth Committee

An agreement was reached regarding the availability of funds for professional growth. The language clarified that funds will be provided upon request.

Discussion of Education Evaluation Governance

The group reached an agreement on language related to education evaluation governance. There was also a commitment for the LMC to continue refining the "feedback" process from classroom walkthroughs.

Discussion on Leave of Absences

Information regarding leave of absences was shared with the group for further review and discussion.

## **V. ADJOURNMENT**

The meeting was adjourned at 3:35 p.m.