



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

Wednesday, April 9th, 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 8:12 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 items completed over the last two days and assessed the remaining agenda items.

A discussion took place regarding Article 8.3, Reduction in Force for Tenured Teachers. The article was reviewed in its entirety for clarity, and any questions were addressed. The conversation focused specifically on the definitions of "qualified" and "subject matter." A small group will work on crafting potential language to present to the larger group.

Trustee Kay Satre and Superintendent Rex Weltz provided updates on health benefits, sharing relevant information with the team.

The group also engaged in a conversation about Article 7.9, Job Sharing, discussing the conditions necessary for a successful job share. It was agreed to retain the current language in the Collective Bargaining Agreement (CBA), with any proposals being carefully reviewed by administration. The importance of respecting administrative decisions was emphasized, particularly in regard to how job share approvals may vary based on specific conditions.

Superintendent Weltz and Ms. Janelle Mickelson, Business Manager, presented the budget, followed by a discussion led by Ms. Mickelson and Mr. Adam Clinch, Capital High Educator, which covered topics such as the STARS Act and HB252.

A conversation was held about the SPED workload, specifically regarding the time commitment needed for legal paperwork and the inconsistencies in providing case management time across schools. The group brainstormed potential solutions and agreed to form a small group for further discussion, with plans to identify additional members outside the bargaining team who can provide expertise.

V. ADJOURNMENT

The meeting was adjourned at 3:25 p.m.