



*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 29<sup>th</sup>, 2025

Lincoln Center

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
Diane Groves, Teacher Bargaining Facilitator	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	

### I. CALL TO ORDER

Trustee Kay Satre called the meeting to order at 8:22 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

###### Opening Exercise

The session began with a grounding activity where participants shared how they were feeling, their goals for the day, and advice for effective small group discussions.

###### Small Group Work

The team divided into three small groups to continue work in the following areas:

- Use of Leave/Short Term LWOP based on feedback gathered on notecards previously
- LOA based on feedback gathered on notecards previously
- Compensation/Benefits

The two small groups focused on leave engaged in an exchange of proposals, while the third group continued its work on compensation. The full group reconvened to report out and the following proposals resulted in tentative agreements:

- No professional development funds available for teachers out on a long term approval leave of absence. (New Language)
- A teacher who rescinds their LOA request for the next school year after the March 1st deadline will have no guarantee of placement/assignment but can apply and compete for position(s) as an external applicant. (New Language)
- A teacher on LOA may serve as substitute with the following provisions (New Language):
  - Short term/intermittent assignment(s)
  - Not assigned to "home" building(s)
- Support for a teacher on LOA to be employed in a different employee group, pending additional information from legal regarding paid leave. Agreements for new language include:
  - May not be employed in "home" building(s)
  - Would need to go through competitive hiring process
  - Health insurance eligible based on FTE of new position
  - Pay into retirement of new position
- For LMC - continued discussion on duration and timelines for LOA (Article 5.6)

- Use of leave/short term leave with out pay - additional consultation with Payroll and Legal
- Assuming the Governor signs the STARS Act:
  - Year 1 (2025-2026) Matrix adjustment: entry teacher salary 66% of the average teacher salary to be compliant with STARS.
  - 2% increase on the adjusted matrix for each cell.
  - Year 2 (2026-2027) Matrix adjustment: entry teacher salary 70% of the average teacher salary to be compliant with STARS.
  - 2.5% increase on the adjusted matrix for each cell.
  - Insurance: \$1,069.40 employer contribution (12 months) (\$450 more per year than we are currently receiving-this will apply to all employee groups).

## V. ADJOURNMENT

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