



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.

Board of Trustees Policy Committee Meeting

Tuesday, October 7th, 2025

12:00 p.m.

Lincoln Center

1325 Poplar St., Helena, MT 59601

And via

TEAMS

MINUTES

Attendees

Committee:

Jennifer Walsh, Committee Chair
Linda Cleatus, Trustee

Others:

Josh McKay, Assistant Superintendent
Rex Weltz, Superintendent
Todd Verrill, Facilities Director
Jane Shawn, HEA President
Bea Kaleva, District Legal Counsel
Lona Carter, Student Health Services &
Special Education Director
Candice Delvaux, Executive Assistant
Keri Mizell, Human Resources Director
Janelle Mickelson, Business Director
Justine Alberts, Assistant Superintendent
PreK-5
Gary Myers, Director of Educational
Technology
Taylor Lassiter, Communications Specialist
Eric Peterson, Activities Director

I. CALL TO ORDER

The meeting was called to order at 12:01 p.m. by Policy Committee Chair, Trustee Jennifer Walsh. Following the call-to-order, members of the Policy Committee and other attendees introduced themselves.

II. REVIEW OF AGENDA

No changes were requested to the agenda.

III. GENERAL PUBLIC COMMENT

There was no general public comment.

IV. REVIEW OF THE 5.5.2025 POLICY COMMITTEE MINUTES

The Policy Committee reviewed and accepted the minutes from the May 5th, 2025, Policy Committee meeting.

V. POLICIES FOR FIFTH READING

A. Policy 5055: Leaves of Absence

The Policy Committee reviewed and discussed *Policy 5055: Leaves of Absence*. The policy was revised to clarify language related to sick leave and bereavement leave not covered by a collective bargaining agreement. Also, noted was a change from nonrefundable sick leave donations to refundable sick leave donations for any unused donation. The committee suggested the word *permitted* on line 32 be changed to *allowed*. The Policy Committee determined that *Policy 5055: Leaves of Absence* would go before the full Board of Trustees for action.

B. Policy 5085: Substitutes and Student Teachers/Interns

The Policy Committee reviewed and discussed *Policy 5085: Substitutes and Student Teachers/Interns*. This policy has been revised to clarify how classified staff will be compensated when called upon to substitute for a teacher. The language in lines 16 through 19 was previously presented as a single paragraph and has now been separated into two sentences for improved clarity. The Policy Committee determined that *Policy 5085: Substitutes and Student Teachers/Interns* would go before the full Board of Trustees for action.

VI. POLICIES FOR SECOND READING

A. Policy 5051: Insurance Benefits for Employees

The Policy Committee reviewed and discussed *Policy 5051: Insurance Benefits for Employees*. Changes to the policy include the requirement that employees may only obtain insurance coverage outside the enrollment period due to a qualifying event, and that

medical examinations are no longer permitted for enrollment. The Policy Committee determined that *Policy 5051: Insurance Benefits for Employees* would go before the full Board of Trustees for action.

VII. PRESENTATION OF POLICIES FOR FIRST READING

A. Policy 1020: School Board Elections

The Policy Committee reviewed and discussed *Policy 1020: School Board Elections*. Ms. Bea Kaleva, District Legal Counsel, highlighted that recent statutory changes should be incorporated into the policy. The committee acknowledged this recommendation, agreed that the necessary revisions would be made, and determined that the updated policy would be brought back to the Policy Committee for further review.

B. Policy 2005: School Year, Calendar and Day

The Policy Committee reviewed and discussed *Policy 2005: School Year, Calendar and Day*. This policy has been updated to align with House Bill 591. The purpose is to educate students about the sacrifices made for freedom in the founding of the United States and the values on which the United States was founded. The Policy Committee determined that *Policy 2005: School Year, Calendar and Day* would go before the full Board of Trustees for information.

C. Policy 2016 Human Sexuality and Identity Instruction

The Policy Committee reviewed and discussed *Policy 2016 Human Sexuality and Identity Instruction*. This policy has been updated to align with the revised definition of human sexuality and identity instruction as defined in House Bill 471. The policy further clarifies the parent or guardian's right of consent for human sexuality instruction (opt out) and identity instruction (opt in) and the notice provisions. The Policy Committee determined that *Policy 2016 Human Sexuality and Identity Instruction* would go before the full Board of Trustees for information.

D. Policy 2100: Recognition of Native American Cultural Heritage

The Policy Committee reviewed and discussed *Policy 2100: Recognition of Native American Cultural Heritage*. The policy emphasizes that schools in close proximity with Montana Tribes will work in consultation when providing instruction and implementing education goals for the inclusion of cultural heritage of Native Americans. The committee agreed that the word *in* would be added after the word *working* on line 12. The Policy Committee determined that *Policy 2100: Recognition of Native American Cultural Heritage* would go before the full Board of Trustees for information.

E. Policy 2140: Suicide Awareness and Prevention Training

The Policy Committee reviewed and discussed *Policy 2140: Suicide Awareness and Prevention Training*. This policy has been updated to reflect the training timeline requirement of employees and clarifies how training may be delivered in accordance with Senate Bill 369. The Policy Committee determined that *Policy 2140: Suicide Awareness and Prevention Training* would go before the full Board of Trustees for information.

F. Policy 3097: Video Surveillance

The Policy Committee reviewed and discussed *Policy 3097: Video Surveillance*. Updated language on lines 27 through 29 states, “*The District may video record events open to the public, including but not limited to public performances, athletic competitions, or any rehearsals or practices open to the public without parental permission.*” After review, the Policy Committee recommends that the verbiage on line 22 be changed to state, “*No staff member may audio or video record a student in a classroom without permission of the parent.*” The Policy Committee determined that the updated policy would be brought back to the Policy Committee for further review.

G. Policy 4332: Display of Flags and Banners on District Property

The Policy Committee reviewed and discussed *Policy 4332: Display of Flags and Banners on District Property*. This is a new policy created to align with House Bill 819 regarding the specific flags and banners that can be displayed on district or school property. This does not apply to personal clothing, jewelry or accessories worn by school employees except where uniform policies or official dress codes apply. The Policy Committee Determined that *Policy 4332: Display of Flags and Banners on District Property* would go before the full Board of Trustees for information.

VIII. SUPERINTENDENT OR BOARD COMMENTS

There were no further comments.

IX. ADJOURNMENT

Trustee Jennifer Walsh adjourned the meeting at 12:50 p.m.