



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.

Budget and Program Committee

May Butler Center
55 S. Rodney – Helena MT. 59601

Wednesday, March 6, 2019 – 12:00 p.m.

AGENDA

- I. Call to Order
- II. General Public Comment:
This is the time for comment on public matters that are not on the agenda. Public matters do not include any pending legal matters, private personnel issues or private student issues. Please do not attempt to address such issues at this time or you will be ruled out of order.
- III. Review of Agenda
- IV. Review of Minutes
1-4-19 Budget and Program Committee Meeting Minutes (See Attached)
- V. Discussion
Multi-Year Budget Outlook: Phase Two
- VI. Superintendent Report
- VII. Board Comments
- VIII. Adjournment
Next Meeting – Friday, April 5, 2019

Helena Public Schools Board of Trustees

Sarah Sullivan
Board Chair

Terry Beaver
Vice Chair

Tyler Emmert
Trustee

Luke Muszkiewicz
Trustee

Jeff Hindoién
Trustee

Libby Goldes
Trustee

Sanjay Talwani
Trustee

Jennifer Walsh
Trustee



Superintendent

Tyler Ream
324-2001

Business Manager

Janelle Mickelson
324-2007

Budget and Program Committee Meeting

May Butler Center
55 South Rodney

Friday January 4, 2018

12:00 p.m.

MINUTES

Committee

Tyler Emmert, Trustee
Jeff Hindoien, Trustee
Libby Goldes, Trustee

Others

Sarah Sullivan, Trustee
Terry Beaver, Trustee
Tyler Ream, Superintendent
Josh McKay, Assistant Superintendent
Barb Ridgway, Chief of Staff
Janelle Mickelson, Business Services Administrator
Stacy Collette, Human Resources Administrator
Joslyn Davidson, Curriculum
Margaret Bentwood, Parent

I. CALL TO ORDER

Trustee Tyler Emmert called the meeting to order at 12:03 p.m.

II. GENERAL PUBLIC COMMENT

Margaret Bentwood wanted to correct a statement made on the last minutes, “we do have teachers who teach for 30-40 years who teach at a high level of effectiveness and those teachers contribute greatly to our district and we need them and want them as long as they can teach for the district...a teacher who is ready for early retirement is not a bad teacher...if it’s possible to make an early retirement program it can work for the teachers and work very well.”

III. REVIEW OF AGENDA

No Change

IV. REVIEW OF MINUTES

None.

V. DISCUSSION

Janelle Mickelson started off the discussion by talking about information that Todd Watkins (Consultant) provided, as he was unable to make the meeting. Janelle went over projected numbers with the group based on what Todd projected. “Realistically you are flat in the High School for five years”, Trustee Jeff Hindoien stated. “We are in the ballpark with these numbers...”, Superintendent Ream said. “Yes, these are estimated...Todd is working on projecting out further”, Janelle stated. “We are still waiting on independents and paras...those are the large groups we are waiting on...”, Stacy Collette stated.

Superintendent Ream led an extensive discussion about sustainability for salary across the district. “Just looking at the Elementary we are at 94%...we know that we have to start making budget decisions...”, stated Superintendent Ream. “We are looking at historic and effective ways districts make decisions when the budget goes into the red...looking at program costs versus per student cost...we are in a place where we want to continue to grow and move forward...any organization is going forward or backwards, you just cannot stand still...we are trying to make for a better district...we started thinking about this in two phases...six month and eighteen month work...”, stated Superintendent Ream. “Our high school principals will need to be very involved in this process...we need to be very transparent with folks...this will be in our negotiation work...I do think there is some belief out there that they would like to see additional pay raise coming in to the next year...we do know we are in the red zone right now, we are going to need to work with our association and worry about the sustainability and consider thinking about pay structure that support that because I think it is currently at risk, which is not something that can be done in six months...in the next six months we will look at course consolidation, program consolidation...we need to begin the work around what options might we have, which is probably more around an eighteen month project...we love being the highest paid and small class sizes, but that is not sustainable...it’s not going to be popular, but I don’t know that we have any other option at this point...”, Superintendent Ream stated. Trustee Libby Goldes addressed the group, “I think that it would be apparent without a large amount of growth in the district we are kind of stuck...we are just stagnant, and we all have problems...any reasonable person would understand, our teachers care for the health of the district...it is the reality that we face.” “We will have to go into this with the understanding with where our budget is...”, stated Superintendent Ream. “Trustee Hindoien stated, “I think we need to keep that relationship (with HEA) at the forefront...I think this is an eighteen month plus project...”. “We’re working through master schedule, but it’s also FTE, it’s every little piece that we have to be aware of...”, Assistant Superintendent Josh McKay said. “I think we want to be as competitive as we can be for the best teachers”, stated Superintendent Ream. “I think you have to start at the top any time you do anything that affects employees...the one piece of data we still don’t have, what do we do and what does it cost, but it’s not easy to generate that kind of data...”, stated Trustee Tyler Emmert.

“Is this something you are going to bring to the full board?”, asked Trustee Hindoien. “March is when it is planned”, Superintendent Ream stated.

VI. SUPERINTENDENT REPORT

None.

VII. BOARD COMMENT

Trustee Terry Beaver commented, “There are huge decisions to be made and I base my decisions on three major things; educationally sound, fiscal responsible, and socially acceptable...I think where we are going to run into problems is socially acceptable...it will require a lot of collaboration and understanding...it will need to come from our HEA rep...”. Trustee Sarah Sullivan commented, “It has to be from the board down...it has to be the board directing the Superintendent...”.

VIII. ADJOURNMENT

There being no further business, the meeting was adjourned at 1:12 p.m.