



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 – Special Board Meeting

Thursday, June 25, 2020

MINUTES

ATTENDEES

Luke Muszkiewicz, Chair	Tyler Ream, Superintendent
Siobhan Hathhorn, Vice Chair	Josh McKay, Assistant Superintendent
Sarah Sullivan, Trustee	Barb Ridgway, Chief of Staff
Jennifer McKee, Trustee	Stacy Collette, Human Resources Administrator
Libby Goldes, Trustee	Sean Maharg, Special Education Administrator
Jennifer Walsh, Trustee	Rich Franco, Health Benefits Manager
	Shannon McNamee, School Nurse
	James McHugh, Allegiance Plan Management, Inc.

I. CALL TO ORDER / PLEDGE OF ALLEGIANCE

Board Chair, Luke Muszkiewicz, called the meeting to order at 12:00pm. The pledge of allegiance was recited.

II. REVIEW OF AGENDA

No changes were requested to the meeting agenda.

III. GENERAL PUBLIC COMMENT

No public comments were offered.

IV. NEW BUSINESS

A. ITEMS FOR ACTION

1. Health Benefit Plan Changes – Hearing Aid and BAHA Benefit

Ms. Collette presented the recommendation in conjunction with district partner, Allegiance Benefits Management, and the district wellness committee. According to Ms. Collette, the committee has explored these additional benefits over the last several years and recently conducted an extensive financial analysis to determine the feasibility

of adding these services to the plan. With those findings, the committee recommended the board adopt the additions to the plan.

Board Comments: Ms. Goldes agreed that the additions meet the members' needs while adding only minimal costs to the plan. Ms. Sullivan added that she found it to be an important addition to the plan to better serve the members.

Board Vote: Ms. Goldes moved to approve the health benefit plan change, adding hearing aid and BAHA benefit. Ms. Sullivan seconded the motion. Receiving no public comments on the motion or additional board comments, the motion passed unanimously.

2. Benefit Enhancement with St. Peter's Hospital

Ms. Collette voiced her appreciation to the team at Allegiance for their relationship with St. Peter's Health. Ms. Collette described this benefit enhancement would require members to pay a market rate copay of \$35 and would allow the members to realize additional discounted benefits from St. Peter's Health at no additional costs to the members. Ms. Collette added that employees would retain the flexibility to visit physicians other than those specified under this benefit enhancement.

Board comments: Ms. Goldes asked if any thought has been given to communicating not just this benefit but all aspects of the plan to participants. Ms. Collette answered that the health committee was determining the best ways to make plan benefits more self-serving. Mr. McHugh added that both Allegiance and St. Peter's Health were interested in assisting with communicating efforts to members not just on this additional benefit, but all benefits associated with the plan.

Board vote: Ms. Sullivan moved to approve the benefit enhancement with St. Peter's Health. Ms. Hathhorn seconded the motion. Having neither public comments nor additional board comments, the motion passed unanimously.

3. Health Benefit (Rate) Changes

Ms. Collette described this as the annual conversation at the board level regarding rate changes to the plan. She said after an extensive analysis, the district had a really good year, but there were some formidable high-dollar claims to be accounted for in the coming year. The committee proposed increasing health insurance rates by \$39 per month per member to keep the plan in a position of solvency while remaining in a position to cover increased costs and high-dollar expenses throughout the year. The proposed rate change would increase premiums by 1%, which is very competitive for the marketplace.

Board comments: Mr. Muszkiewicz asked for clarification on how the proposed rate increase was 1% when costs had increased 2-3%. Mr. Franco described the process taken by the committee to determine the 1% increase, which included factoring regional and national trends along with district actuals. Mr. Franco continued the district was on plan for an “average” year and typically ran lower than regional and national trends. Ms. McNamee added that the object of the committee was to ensure the district offered an excellent plan which looking after the best interests of the members. Ms. Goldes asked if the 1% increase would be borne by the members or by the district. Ms. Collette answered the district, and the total contributions to plan were reflected in the collective bargaining agreements (CBAs). Mr. Franco added that the committee felt that a 1% increase this year would save members from seeing a 5-6% increase next year. Ms. Hathorn asked if the large group of retirees would increase claim costs. Mr. Franco answered historically the size of the retiree group did not significantly affect claim costs.

Board vote: Ms. Goldes moved to approve the health benefit rate change. Ms. Sullivan seconded the motion. Trustees voiced their appreciation to the committee for their work on the plan. The motion passed unanimously.

V. BOARD/SUPERINTENDENT COMMENTS

No additional comments were offered.

VI. ADJOURNMENT

The meeting was adjourned at 12:42pm.