



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 Work Session

Tuesday, October 22nd, 2024

Rossiter Elementary School

1497 Sierra Rd E, Helena, MT 59602

& Via TEAMS

12:00 p.m. Business & TEAMS Portion
of the Meeting

Members of the public can attend in person or remotely by clicking the link below:

[Join the meeting now](#)

AGENDA

I. CALL TO ORDER / PLEDGE OF ALLEGIANCE

II. REVIEW OF AGENDA

III. 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. The Board cannot enter into a discussion during General Public Comment.

IV. PRESENTATION

Principal Wynn Randall, Rossiter Elementary School

V. NEW BUSINESS

A. Consent Action Items

1. Approval of FY 2024-25 Out-Of-District Attendance Agreements (Non-Resident Students Attending HPS)
2. Personnel Actions
3. 9.24.24 Board Work Session Meeting Minutes

B. Item For Information

1. EPA Community Change Grant Presentation

VI. BOARD COMMENTS

VII. ADJOURNMENT

**HELENA SCHOOL DISTRICT
Board of Trustees Meeting**

Meeting Date: 10/22/2024

Item III.

General Public Comment

Presentation

Consent Action Items

Item For Information

Item Title: General Public Comment

**HELENA SCHOOL DISTRICT
Board of Trustees Meeting**

Meeting Date: 10/22/2024

Item IV.

General Public Comment

Presentation

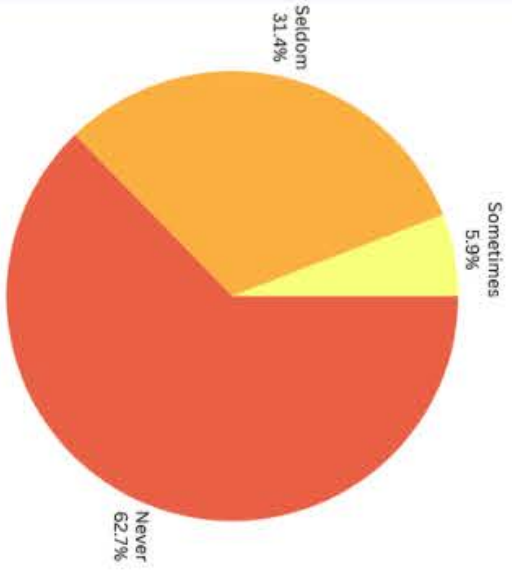
Consent Action Items

Item For Information

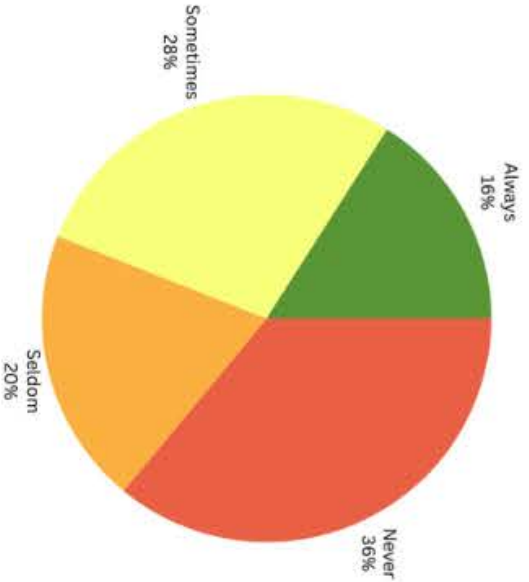
Item Title: Presentation
Principal Wynn Randall, Rossiter Elementary School

PAX & MTSS

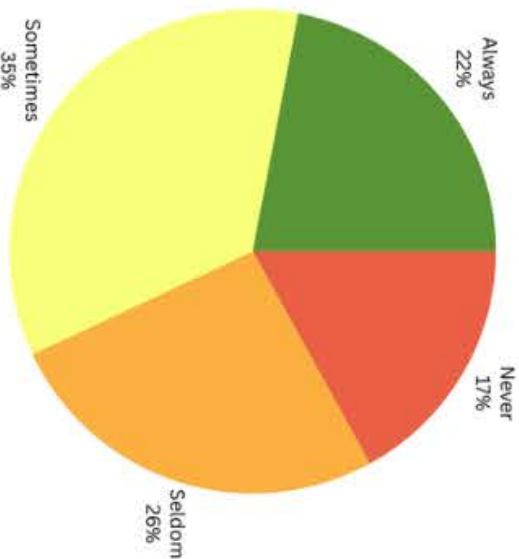
Spring 2022-23



Fall 2023-24



Winter 2023-24



Rossiter Good Behavior Game Fidelity

PAX GBG is played at least 3 times per day in a variety of settings or activities.

SCHOOL DEMOGRAPHICS

GRADE (FTE)	ENROLLMENT
KINDERGARTEN (2)	41
1ST GRADE (3)	53
2ND GRADE (3)	49
3RD GRADE (3)	82
4TH GRADE (2)	56
5TH GRADE (2)	57
PRE-K SPED (1)	18
KINDERSPROUTS (1)	29
TOTAL ENROLLMENT	385
PEAK (2) 4 DAYS/WEEK	124 PER WEEK

ADDITIONAL DEMOGRAPHIC INFO	ENROLLMENT
FREE & REDUCED	149
KID PACKS	130
STUDENTS WITH IEP'S	38
STUDENTS RECEIVING SPEECH	53
STUDENTS ON 504 PLANS	7
IEFA	23
MCKINNEY VENTO	25

ROSSITER ELEMENTARY



OUR MISSION

Rossiter's mission is to challenge and empower each student to respect themselves and others and become successful lifelong learners in a safe and positive environment.

OUR VISION

Rossiter's vision is to foster dynamic educational experiences that prepare all students for life.

• **Putting PAX and MTSS together-** We have begun the work of aligning the language of our current behavior matrix to include PAX language (See, Hear, Do & Feel) MTSS is the framework used to align expectations and interventions. PAX is the Tier 1 intervention focused on strategies and community.
 • **Combining Crown Jewels, Tootles, and Granny Wacky Prizes-** Our Crown Jewels provide quick praise for students "caught" doing the right thing. Wacky prizes reward a whole class for regulation. Tootles provide a personal note of praise or even peer-to-peer recognition.



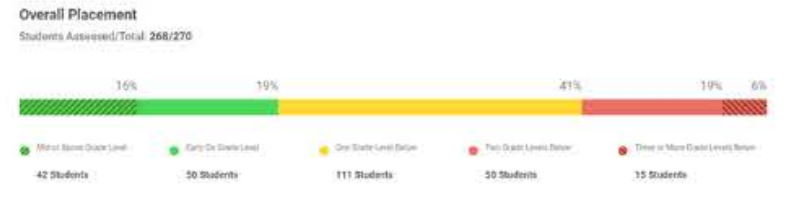
ROSSITER'S FAMILY ENGAGEMENT

- JUMP START
- HOME VISITS
- OPEN HOUSE
- WALK TO SCHOOL DAY
- MOVIE NIGHTS
- FAMILY NIGHTS
- ICE CREAM SOCIAL
- SHIVER SHACK
- WEEK OF THE YOUNG CHILD
- GOV. CUP RUN
- GAME NIGHTS
- BOOK WALKS
- 5TH GRADE HOT AIR BALLOON RELEASE
- SCHOOL BBQ
- BASEBALL NIGHT
- FIELD DAY

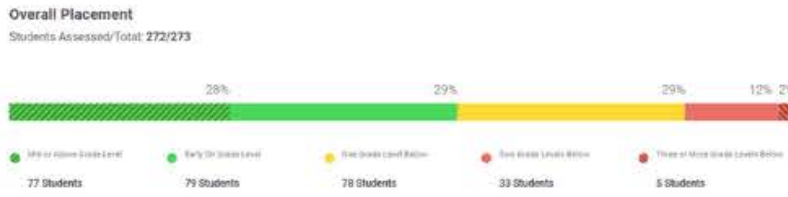
ACADEMIC PERFORMANCE

I-READY READING

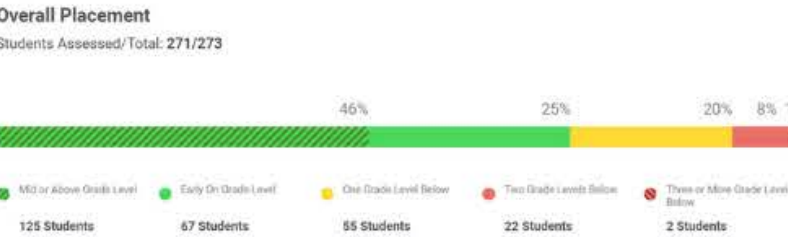
Schoolwide Reading
Fall 23 Benchmark
35% Benchmark



Winter 24 Benchmark
57% Benchmark



Spring 24 Benchmark
71% Benchmark



I-READY MATH

Schoolwide Math
Fall 23 Benchmark
9% Benchmark



Winter 24 Benchmark
50% Benchmark



Spring 24 Benchmark
62% Benchmark



ACTION PLAN GOALS

READING

- Rossiter students will increase their iReady reading scores by 40% for 75% proficiency on the Spring 2024 iReady benchmarking assessment

MATH

- Rossiter students will increase their iReady math scores by 54% for 70% proficiency on the Spring 2024 iReady benchmarking assessment

ADDITIONAL GOALS

- Rossiter staff will use PAX strategies to decrease disruptive behaviors as recorded through QR code by spring 2024 tracked data



**HELENA SCHOOL DISTRICT
Board of Trustees Meeting**

Meeting Date: 10/22/2024

Item V.A.1-A.3

General Public Comment

Presentation

Consent Action Items

Item For Information

Item Title: Consent Action Items

1. Approval of FY 2024-25 Out-Of-District Attendance Agreements (Non-Resident Students Attending HPS)
2. Personnel Actions
3. 9.24.24 Board Work Session Meeting Minutes

Board Action	1st Motion	Second	Aye	Nay	Other
Hathhorn					
McKee					
Robison					
Satre					
Hindoien					
Cleatus					
Walsh					
Armstrong					

APPROVAL OF **FY 2024-25** OUT-OF-DISTRICT ATTENDANCE AGREEMENTS
(NONRESIDENT STUDENTS ATTENDING HELENA SCHOOL DISTRICT)

Fiscal Year 2024-25

Discretionary Attendance:

Grade	District of Residence	Address	School of Attendance
Ksprouts	East Helena K-12	East Helena, MT 59635	Bryant Elementary
Ksprouts	East Helena K-12	East Helena, MT 59635	Bryant Elementary
K	Trinity Elementary	Helena, MT 59602	Kessler Elementary
12	Jefferson High School	Clancy, MT 59634	Helena High School

APPROVAL OF **FY 2024-25** OUT-OF-DISTRICT ATTENDANCE AGREEMENTS
(NONRESIDENT STUDENTS ATTENDING HELENA SCHOOL DISTRICT)

Running Total of FY2024-25 Out-of-District Attendance Agreements

Address

Grade	East Helena	Clancy	Montana City	Jefferson City	Basin	Wolf Creek	Boulder	Elliston	Trinity	Chinook	Butte	Billings	Deer Lodge	Missoula	Townsend	Radersberg	Browning	Winston	Total
Ksprouts	3								1										4
K	1	1				1			3										6
1	4	3							1										8
2	4					1	1	1	3										10
3	1	1								1									3
4	5	2							1										8
5	4						1		3		1	1							10
6	5							1	3		1								10
7	2	1			1														4
8	2	2				1			1				1						7
9	6	50	10											1					67
10	7	20													1	1	1		30
11	8	16	3	3															30
12	11	22	2	2												1		1	39
	63	118	15	5	1	3	2	2	16	1	2		1	1	1	2	1	1	236

PERSONNEL ACTIONS

October 9, 2024 – October 22, 2024

CLASSIFIED PERSONNEL

Appointments

<u>Location/Assignment</u>	<u>Name</u>	<u>Offered Salary</u>	<u>Accepted Salary</u>	<u>Start Date</u>
HMS/Para Educator	Dalzell, Candace	\$16.80/hr.	\$16.80/hr.	10/21/2024
Facilities/Centralized Maintenance	Dandliker, Brian	\$18.57/hr.	\$18.57/hr.	10/16/2024
Facilities/Centralized Maintenance	Gjerde, Bradley	\$19.47/hr.	\$19.47/hr.	10/16/2024
Four Georgians/Para Educator	Harmony, Jennifer	\$18.33/hr.	\$18.33/hr.	10/14/2024
Rossiter/Para Educator	Moore, Rachel	\$18.33/hr.	\$18.33/hr.	10/21/2024
Bryant/Para Educator	Neal, Bruce	\$14.80/hr.	\$14.80/hr.	10/08/2024
Rossiter/Para Educator	Salois, Sarah	\$14.80/hr.	\$14.80/hr.	10/28/2024
Rossiter/Elementary Secretary	Singleton, Sarah	\$19.43/hr.	\$19.43/hr.	10/21/2024

Terminations/Retirements

<u>Location/Assignment</u>	<u>Name</u>	<u>Reason</u>	<u>Effective</u>
Central/Evening Custodian	McGregor, John	Retirement	10/31/2024
Facilities/Centralized Maintenance	Simpson, Brandon	Declined	10/07/2024
CRA/Para Educator	Smith, Suzanne	Retirement	10/31/2024
Jefferson/Para Educator	Varner, Erin	Separation	10/07/2024

SUPPLEMENTARY CONTRACT ASSIGNMENT



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 Work Session

Tuesday, September 24th, 2024

11:30 a.m. Tour of Central Elementary followed by
Business & TEAMS Portion of the Meeting at 12:00 p.m.

MINUTES

ATTENDEES

<i>Trustees</i>	<i>Others</i>
Siobhan Hathhorn, Board Chair	Rex Wertz, Superintendent
Jennifer Wash, Trustee	Janelle Mickelson, Business Manager
Linda Cleatus, Trustee	Josh McKay, Assistant Superintendent
Rachel Robison, Trustee	Keri Mizell, Human Resources Director
Kay Satre, Trustee	Candice Delvaux, Executive Assistant
Janet Armstrong, Trustee	Gary Myers, Director of Educational Technology
Charlie Snellman, Student Board Representative	Jane Shawn, HEA President
	Nick Radley, Central Principal
	Lisa Cordingley, HEF Director
	Karen Ogden, Communications Officer
	Barb Ridgway, Chief of Staff
	Kaitlyn Hess, Assessment & Federal Programs
	Tim McMahon, Activities Director
	Sol Jones, C.R. Anderson Assistant Principal
	Kathleen Prody, C.R. Anderson Principal
	Lona Carter, Student Services Director
	Wynn Randall, Rossiter Principal
	Several Guests of the Public
	Several Central Elementary Staff Members
	Several HSD Employees

I. CALL TO ORDER/ PLEDGE OF ALLEGIANCE

Board Chair Siobhan Hathhorn called the meeting to order at 12:01 p.m. and led the Pledge of Allegiance.

II. REVIEW OF AGENDA

Board Chair Siobhan Hathhorn reviewed the agenda with the Board of Trustees and there were no suggested changes.

The Board of Trustees moved on to General Public Comment.

III. GENERAL PUBLIC COMMENT

There was no general public comment.

The Board of Trustees moved on to view a presentation given by Principal Nick Radley, Principal of Central Elementary School.

IV. PRESENTATION

Principal Nick Radley shared a brochure about Central Elementary and reviewed the details of the brochure. The brochure begins with the mission of Central Elementary. The primary purpose of Central School is to provide a high-quality education. It is our goal to provide that education in a safe, respectful learning environment that supports the lifelong process of becoming a productive, caring citizen. Next, Principal Radley discussed the core leadership teams at Central Elementary. The School Leadership Team designs action plan goals around teaching and learning, and regularly reviews data around engagement, learning and WIN. The MTSS-B team provides a framework designed to help students reach their full academic and social-emotional potential. Academic behavior includes the actions, attitudes, and habits that lead to success in school. The Care Team is dedicated to enhancing school morale by organizing engaging activities and fostering a supportive environment for students and staff. They aim to create a vibrant and inclusive school community year-round through thoughtful planning and collaboration.

Principal Radley reviewed the school demographics at Central Elementary. There are 32 students enrolled in kindergarten, 18 in kindergarten Montessori, 33 students enrolled in 1st grade, 34 students enrolled in 2nd grade, 35 students enrolled in 3rd grade, 36 students enrolled in Lower Montessori, 36 students enrolled in 4th grade, 34 students enrolled in 5th grade, 24 students enrolled in Upper Montessori, 10 students enrolled in the Functional Life Skills program, 11 students enrolled in the Trailhead 1 program, and 9 students enrolled in the Trailhead 2 program for a total enrollment of 312 students.

Principal Radly reviewed action plan goals for Central Elementary.

Reading:

- By May 2024, 73% of students will score on/above benchmark on iReady (71%)
- Move 13 students from below benchmark to on/above benchmark
- Move 2 students per classroom from below benchmark to on/above benchmark
- By May 2024, 60% of students will score on/above benchmark SBAC (60%)

Math:

- By May 2024, 57% of students will score on/above benchmark on iReady (64%)
- Move 23 students from below benchmark to on/above
- Move 2 students per classroom from below benchmark to on/above benchmark
- By May 2024, 50% of students will score on/above benchmark on SBAC (47%)

Additional Goals:

Care Team: Students/student focus groups provide a voice in decision-making in the school.

- Student Council
- 5th Grade Focus Group

IEFA: Indian Education for All is integrated into all grade-level subjects and courses.

- Family Engagement
- IEFA Monthly Email

SLT: Students are involved in setting individual learning goals.

MTSS: Blending the tools and strategies on MTSS and PAX.

Next, Principal Radley review academic performance data for Central Elementary including Smarter Balanced ELA, Smarter Summative Math, Smarter Balanced Science, iReady Reading, and iReady Math.

Principal Radley concluded his presentation by discussing Central's family engagement. Central School offers a strong Title I family engagement plan designed to involve and enrich the school community. The plan includes engaging activities like Family Reading and Math Nights, where families come together to support student learning. It also features hands-on science experiences in coordination with STARBASE, bringing STEM learning to life for students and families alike. In addition, Central promotes cultural learning through Indian Education for All, providing opportunities for families to explore and engage with our shared history and heritage. These programs aim to strengthen family connections to the school, fostering an enriching, collaborative learning environment for students and their families. Family engagement events at Central include: Heritage Month, Ruby Bridges (parent council), Bike to School, ReStore/Central Essentials, Coffee with the Principal, Monthly Make and Take, I Love to Read Month, Family Folk Dance, STEM Night with STARBASE, Resource Fair, Beyond Earth Family Event, Sweetie Pie (parent council), and 90's Bash (parent council).

Principal Nick Radley answered any questions the Board of Trustees had regarding his presentation or about the school. Principal Radley recognized the school's strong sense of community and the importance of diverse perspectives in enriching the educational experience. The Trustees expressed appreciation for the staff's dedication to connecting with students on a personal level and for their ongoing efforts to create a supportive learning environment.

A few of the Central Elementary staff members commented and emphasized the importance of maintaining connections with students and discussed the challenges of managing classrooms with over 30 students, and expressed there is a need for effective strategies to engage all students. Concerns were raised about the impact of staffing changes on classroom management and the ability to implement targeted instruction. Innovative teaching approaches were shared, including small group rotations and whole group instruction and emphasis was placed on adjusting teaching methods based on student needs and goals. The concept of building relationships as foundational to effective teaching was highlighted, underscoring that understanding students as individuals enhances instructional success. There was a robust discussion about the Eureka Math implementation and the challenges faced with the new curriculum, and the educators noted a significant learning curve as they adapted to teaching this new material. They acknowledged that adapting to a new curriculum often leads to initial struggles, with expectations for a temporary decline in performance as teachers and students adjust. There is a shared commitment among educators to continue improving their teaching strategies and support one another through this transition. There was also a discussion on the need for more staff to reduce student-to-adult ratios, enhancing the ability to meet educational needs effectively. The current funding levels were noted as a barrier to achieving this. There were also concerns raised regarding budget cuts affecting music and physical education (P.E.) programs, leading to a more rigid schedule and reduced student experiences. It was brought up that staff shortages, particularly in paraprofessional support, have led to operational challenges within the school, including lunch supervision issues.

The trustees stated that they are committed to advocating for better funding and resources, with several board members serving as delegates to the legislature. The board recognizes the tough times and ongoing challenges but appreciates the staff's efforts to maintain a positive educational environment for students. There was a robust conversation on the challenges staff face regarding mental well-being, particularly due to additional responsibilities and second jobs. Many educators are working long hours and feel the pressure of financial constraints, leading to burnout and stress. The rising cost of living has led to many staff members taking on second jobs to make ends meet. This trend is becoming increasingly common and affects morale, and concerns were raised about how the district's funding affects teacher retention and recruitment, with some educators feeling the impact of low salaries compared to inflation.

There was a robust conversation about budget cuts. Budget cuts have resulted in reduced programs (e.g., music and P.E.), leading to a more rigid schedule and fewer opportunities for student engagement and the board acknowledged the difficulties of navigating budget constraints while striving to maintain educational quality. Superintendent Weltz and the

trustees discussed the need for increased advocacy for better funding and support from state legislators to address these issues. The importance of having representatives who understand educational needs and challenges was emphasized.

The Board of Trustees moved on to review the Consent Action Items.

V. NEW BUSINESS

A. Consent Action Items

1. Approval of Multidistrict Cooperative Agreement 2025-2027
2. Approval of FY 2024-25 Out-Of-District Attendance Agreements (Non-Resident Students Attending HPS)
3. Personnel Actions

Siobhan Hathhorn, Board Chair, commented. "I would entertain a motion for the Consent Action Items as presented."

Motion: Trustee Kay Satre moved to approve the Consent Action Items as presented. Trustee Janet Armstrong seconded the motion.

Public Comment: None.

Vote: 6-0 motion carries unanimously.

The Board of Trustees moved on to review the Item for Action.

B. Item for Action

1. Approval of a General Wage Increase for Administrators

Background:

Attracting and retaining top talent in the current job market is more challenging than ever. Salary is a significant factor for candidates evaluating job offers and for current employees considering their long-term career prospects. To maintain our position as an employer of choice and attract the best candidates, we must align our compensation packages to reflect industry standards. Administrator positions have not seen a salary increase over the last four years. A general wage increase for the administrative staff is in line with current market conditions and will support maintaining competitive salaries. Investing in competitive salaries is a direct reflection of our commitment of acknowledging and rewarding the valuable contributions of our current employees. A well-compensated workforce is likely to be engaged, motivated, and dedicated to their roles, resulting in

increased productivity and higher morale across the organization. Moreover, competitive compensation fosters loyalty and reduces turnover risk, thereby promoting continuity and stability within our workforce. The total estimated salary cost to the general fund is \$45,000 for the 2024-2025 fiscal year.

Superintendent recommendation:

Approve a 1.5% increase to the salary matrix for administrators to remain competitive in the market, enhance recruitment efforts, retain our current talent, and promote equity across all employee groups.

Jim Kerins, Managing Consultant, with Communication and Management Services, LLC provided a memo for the Board of Trustees Work Session agenda. The memo states:

After a thorough review of contemporary wage survey data and preliminary work on the district's compensation philosophy, we recommend a 1.5% wage increase for the administrative staff of the Helena School District. This adjustment is in line with current market conditions and will support the district in maintaining competitive salaries while not significantly exceeding the market rates for comparable roles. This adjustment aligns with the Helena School District's compensation philosophy by maintaining a competitive market position, helping to recruit and retain top talent. It reflects a commitment to internal equity, ensuring appropriate pay relationships based on experience and responsibility, while also addressing wage compression. The increase is fiscally responsible, considering budget constraints. This recommendation represents a balanced approach, maintaining competitiveness in the market and supporting the district's long-term financial and operational goals. This recommendation represents a conservative adjustment in consideration of wage growth and inflation during the past year. Please let me know if you have any questions or if you would like to further discuss this recommendation.

Superintendent Weltz stated that the administrative team has not received a salary increase in four years, unlike other payroll groups that have had step increases. The recommendation of 1.5% serves as an attempt to provide some relief to the administrative staff who have been impacted by these freezes. A suggestion was made by a trustee for the district to create a chart outlining the groups that have received adjustments, which will help clarify the status of each group's compensation and ensure transparency. The trustees and Superintendent Weltz expressed their appreciation for the hard work of the administrative team and other staff during challenging times.

Siobhan Hathhorn, Board Chair, commented. "I would entertain a motion for action item number one, *Approval of a General Wage Increase for Administrators.*"

Motion: Trustee Janet Armstrong moved to approve action item number one, *Approval of a 1.5% General Wage Increase for Administrators.* Trustee Kay Satre seconded the motion.

Public Comment: Ms. Jane Shawn, HEA President, gave general public comment. Ms. Shawn commented on topics including but not limited to stating that she does not believe that the current administrative pay scale, with or without a 1.5% increase, is the best scale to continue to recruit and retain the quality administrators we need and deserve in our district. Ms. Shawn noted that percentage increases for different employee groups spell very different realities for our employees this past year and that with the administrators' increase the raise would more than offset their health insurance expenses, but in contrast, for paraeducators it would not cover their increased insurance costs, potentially resulting in lower overall compensation compared to the previous year. Ms. Shawn highlighted the current challenges in attracting paraeducators, noting that the pool of applicants has dwindled to zero and urged the board to consider these disparities and the overall compensation philosophy as they make decisions moving forward.

Vote: 6-0 motion carries unanimously.

The Board of Trustees moved on to hear any final board comments.

VI. BOARD COMMENTS

There were no further board comments.

VII. ADJOURNMENT

Board Chair Siobhan Hathhorn adjourned the meeting at 1:14 p.m.

Candice Delvaux, Recording Secretary

**HELENA SCHOOL DISTRICT
Board of Trustees Meeting**

Meeting Date: 10/22/2024

Item V.B.1.

General Public Comment

Presentation

Consent Action Items

Item For Information

**Item Title: Item For Information
 1. EPA Community Change Grant Presentation**



Environmental and Climate Justice Community Change Grant Program



Background: Community Change Grant

- Created as part of the Inflation Reduction Act (IRA) in 2022
- Intended to fund community-driven projects that address climate challenges and reduce pollution while strengthening communities through thoughtful implementation.
- Focus areas:
 - 1.Reducing and preventing pollution;
 - 2.Building resilience to climate change;
 - 3.Enhancing meaningful involvement in government processes;
 - 4.Expanding access to high-quality jobs; and
 5. Ensuring local residents receive the benefits of investments

\$2B in awards available

Applications due: 21 NOV

Partners

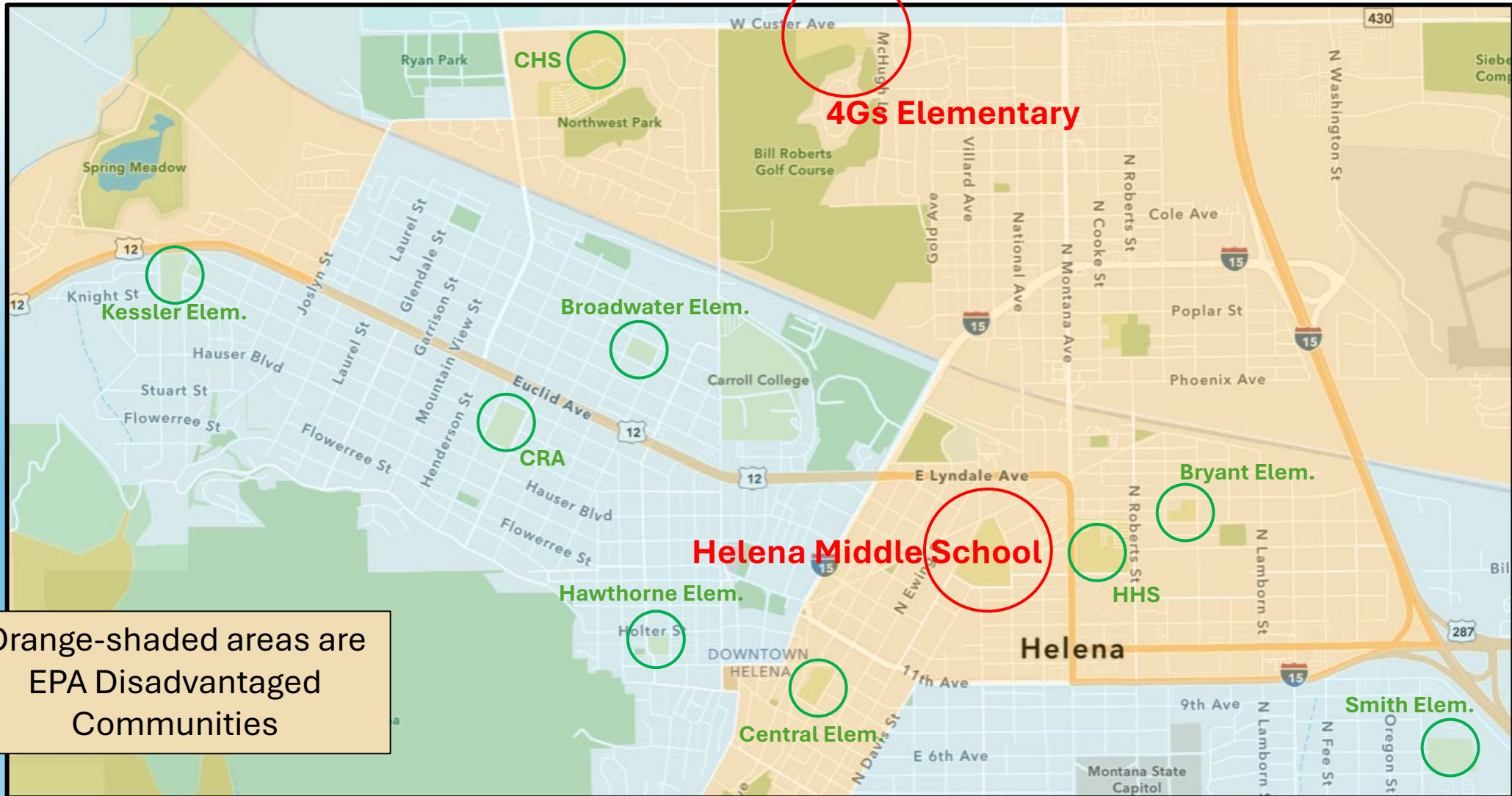
Community/ Govt Partners

- Northern Plains Resource Council
 - Sleeping Giant Citizens Council
- Helena Indian Alliance
- St. Peter's Health (tentative)
- MT DEQ (tentative)
- City of Helena (tentative)

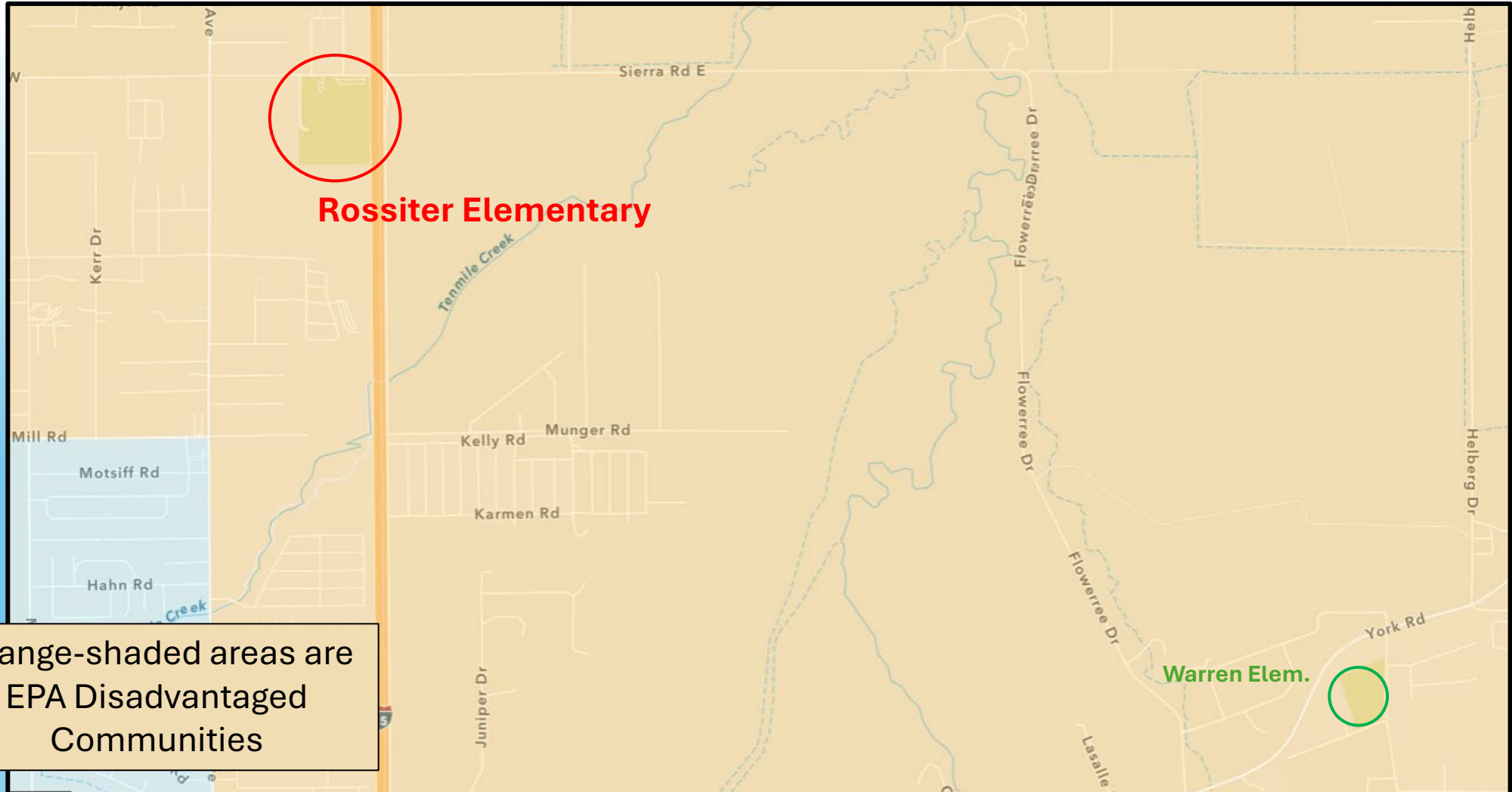
Technical Business Partners

- Slate Architecture
- Ameresco

EPA Disadvantaged Communities Map



EPA Disadvantaged Communities Map



Orange-shaded areas are
EPA Disadvantaged
Communities

Target Schools

- Four Georgians Elementary School
- Helena Middle School
- Rossiter Elementary School

- Other schools within designated disadvantaged community
 - CHS and HHS: potential bonding within next 5 years
 - Warren: potential site of new school within next 10 years
 - Central and Bryant: new schools

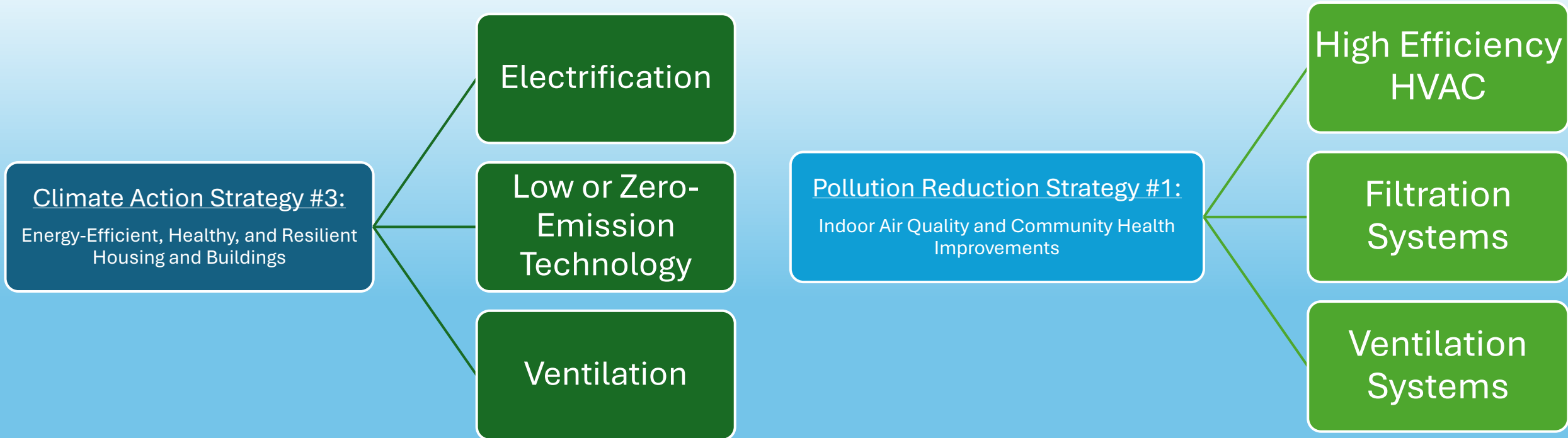
Proposed Upgrades

- HVAC Systems
 - High efficiency system to include heat pumps
 - Air conditioning
 - Air filtration to improve indoor air quality
- Solar
 - 50Kw systems
 - Preferably roof-mounted
- LED
 - Full fixture replacement
 - Wireless controls
- Project Management
- District Indirect Costs
- Grant Professional Consultation Fees

Climate Action and Pollution Reduction Requirements

- “Each application for Track I must address one:
 - Climate Action Strategy
 1. Green Infrastructure and Nature-based Solutions
 2. Mobility and Transportation Options for Preventing Air Pollution and Improving Public Health and Climate Resilience
 3. **Energy-Efficient, Healthy, Resilient Housing and Buildings**
 4. Microgrid Installation for Community Energy Resilience
 5. Community Resilience Hubs
 6. Brownfields Redevelopment
 7. Waste Reduction and Management to Support a Circular Economy
 8. Workforce Development Programs for Occupations that Reduce GHG Emissions and Air Pollutants
 - Pollution Reduction Strategy
 1. **Indoor Air Quality and Community Health Improvements**
 2. Outdoor Air Quality and Community Health Improvements
 3. Clean Water Infrastructure to Reduce Pollution Exposure and Increase Overall System Resilience
 4. Safe Management and Disposal of Solid and Hazardous Waste

HVAC Upgrades



HVAC Upgrades

Replacing old HVAC systems in schools can significantly enhance energy efficiency in several ways:

- 1. Modern Technology:** New HVAC systems often incorporate advanced technologies, such as variable speed motors and smart thermostats, which optimize energy use based on real-time demand.
- 2. Better Efficiency Ratings:** Modern systems typically have higher Seasonal Energy Efficiency Ratios (SEER) and Energy Efficiency Ratios (EER), meaning they use less energy to provide the same level of heating or cooling compared to older systems.
- 3. Improved Controls:** Upgraded HVAC systems often include sophisticated control systems that allow for better zoning and scheduling. This means different areas of the school can be heated or cooled as needed, reducing waste.
- 4. Enhanced Filtration:** New systems often come with improved air filters that not only enhance indoor air quality but also reduce the energy required for airflow, as cleaner filters allow for better airflow.
- 5. Reduced Maintenance Needs:** Older systems may require frequent repairs and maintenance, which can lead to inefficiencies. New systems tend to be more reliable and require less maintenance, reducing downtime and energy waste.
- 6. Integration with Renewable Energy:** Modern HVAC systems can be designed to work alongside renewable energy sources, such as solar panels, making them more energy-efficient and cost-effective over time.
- 7. Decreased Energy Consumption:** By using less energy for heating and cooling, new systems can significantly lower a school's overall energy consumption, leading to reduced utility bills.
- 8. Improved Comfort and Air Quality:** A more efficient HVAC system ensures better temperature regulation and air circulation, creating a healthier and more comfortable learning environment for students and staff.
- 9. Longer Lifespan:** Newer systems generally have longer lifespans than older models, meaning schools won't have to replace them as frequently, leading to long-term cost savings.

By investing in modern HVAC systems, schools can enhance energy efficiency, reduce costs, and create a better environment for learning.

Windows and Doors



Window and Door Upgrades

Replacing older windows and doors in schools can significantly enhance energy efficiency in several ways:

- 1. Improved Insulation:** Newer windows and doors often feature better insulation materials and technologies, reducing heat loss in winter and heat gain in summer. This helps maintain a consistent indoor temperature.
 - 2. Reduced Air Leakage:** Older windows and doors may have gaps and drafts that allow conditioned air to escape and outside air to enter. Upgrading to modern, well-sealed options minimizes air leaks, improving overall energy efficiency.
 - 3. Energy-Efficient Glass:** Many new windows are designed with low-emissivity (Low-E) coatings that reflect heat back into the building in winter and block UV rays in summer. This can help reduce reliance on heating and cooling systems.
 - 4. Natural Lighting:** Larger or strategically placed windows can enhance natural light in classrooms, reducing the need for artificial lighting during the day. This not only saves energy but can also improve student focus and well-being.
 - 5. Durability and Maintenance:** New windows and doors are often made from more durable materials that require less maintenance, resulting in fewer replacements and lower long-term costs.
 - 6. Lower Energy Bills:** With improved insulation and reduced air leakage, schools can see a significant decrease in energy consumption, leading to lower utility bills.
 - 7. Enhanced Comfort:** Better windows and doors help maintain a comfortable indoor environment, which can lead to improved concentration and productivity among students and staff.
 - 8. Sustainability Goals:** Upgrading to energy-efficient windows and doors can contribute to a school's sustainability initiatives, helping to meet energy reduction targets and potentially qualify for grants or funding.
- Overall, these upgrades not only enhance the learning environment but also promote long-term cost savings and environmental responsibility.

Solar

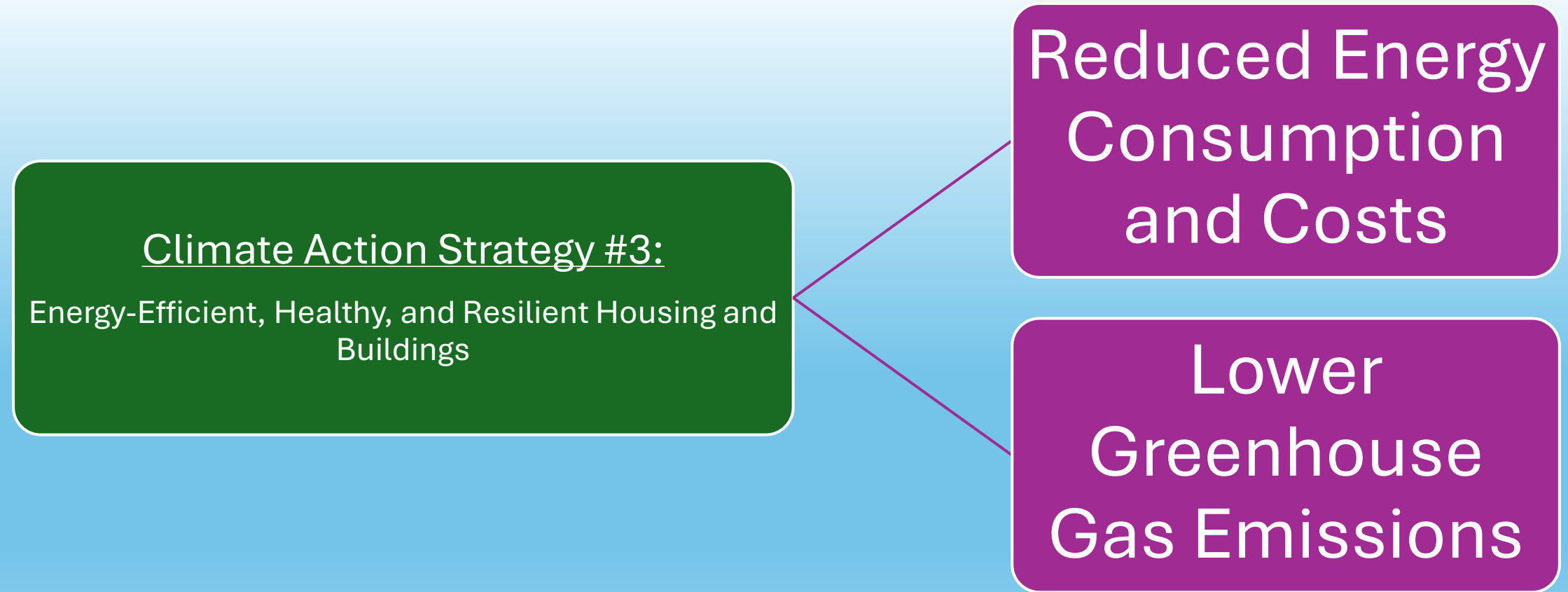


Solar

Installing solar panels in schools can significantly improve energy efficiency and offer various benefits:

- 1. Reduced Energy Costs:** Solar panels generate electricity from sunlight, allowing schools to offset their energy consumption and reduce utility bills. This is particularly beneficial for schools with high energy demands.
 - 2. Sustainable Energy Source:** Solar energy is renewable and abundant, helping schools reduce their reliance on fossil fuels. This contributes to a lower carbon footprint and aligns with sustainability goals.
 - 3. Energy Independence:** By generating their own electricity, schools can become less vulnerable to fluctuating energy prices and supply disruptions, enhancing their energy security.
 - 4. Educational Opportunities:** Installing solar panels provides a practical teaching tool for students, promoting awareness of renewable energy and sustainability practices. This can enrich the curriculum and inspire future generations.
 - 5. Improved Energy Efficiency:** Solar installations can be combined with energy-efficient upgrades (like LED lighting or advanced HVAC systems) to maximize overall energy savings and efficiency.
 - 6. Funding and Grants:** Northwestern Energy provides grants to support solar installations in schools, making it a financially viable option that can lead to long-term savings.
- By harnessing solar energy, schools can not only improve their energy efficiency but also foster a culture of sustainability, benefiting both the environment and the educational community.

LED Lighting



LED Lighting Upgrades

Replacing fluorescent lights with LED lights in schools can significantly enhance energy efficiency through several key benefits:

- 1. Lower Energy Consumption:** LED lights use about 75% less energy than fluorescent bulbs to produce the same amount of light. This reduction directly translates to lower electricity bills.
- 2. Longer Lifespan:** LEDs typically last much longer than fluorescent lights—up to 25,000 hours or more compared to about 10,000 hours for fluorescents. This longevity means fewer replacements and reduced maintenance costs.
- 3. Reduced Heat Emission:** LEDs emit very little heat compared to fluorescent bulbs, which waste energy as heat. This can help maintain a more comfortable indoor temperature, reducing the load on HVAC systems.
- 4. Instant On/Off:** Unlike fluorescent lights, which can take time to warm up, LEDs provide immediate full brightness. This is especially beneficial in classrooms where instant lighting is needed.
- 5. Dimmability:** Many LED fixtures are dimmable, allowing schools to adjust lighting levels based on specific activities or times of day, further optimizing energy use.

Cost Estimate



Scope of Work	School			TOTAL
	Four Georgians	Rossiter	Helena Middle	
HVAC	\$ 1,572,666.00	\$ 1,626,393.20	\$ 5,741,030.00	\$ 8,940,089.20
Solar	\$ 255,000.00	\$ 255,000.00	\$ 255,000.00	\$ 765,000.00
Lighting	\$ 320,298.75	\$ 246,335.63	\$ 912,262.50	\$ 1,478,896.88
TOTAL ELEMENTARY	\$ 2,147,964.75	\$ 2,127,728.83	\$ 6,908,292.50	\$ 11,183,986.08
SUB TOTAL	\$ 2,147,964.75	\$ 2,127,728.83	\$ 6,908,292.50	\$ 11,183,986.08
General Contractors Gen, O&P (18%)	\$ 386,633.66	\$ 382,991.19	\$ 1,243,492.65	\$ 2,013,117.49
Gross Receipt Tax (1%)	\$ 25,345.98	\$ 25,107.20	\$ 81,517.85	\$ 131,971.04
Design Fees (8%)	\$ 204,795.55	\$ 202,866.18	\$ 658,664.24	\$ 1,066,325.97
Owners Contingency (10%)	\$ 253,459.84	\$ 251,072.00	\$ 815,178.52	\$ 1,319,710.36
Owners Rep. (3%)	\$ 76,037.95	\$ 75,321.60	\$ 244,553.55	\$ 395,913.11
Hazardous Material (2%)	\$ 50,691.97	\$ 50,214.40	\$ 163,035.70	\$ 263,942.07
TOTAL PROJECT COST	\$ 3,144,929.70	\$ 3,115,301.39	\$ 10,114,735.01	\$ 16,374,966.11
4% 3 Year Inflation	\$ 3,537,618.20	\$ 3,504,290.39	\$ 11,377,701.29	\$ 18,419,609.88

Additive Alternate	Four Georgians	Rossiter	Helena Middle	Total
Doors/Windows	\$ 249,200.00	\$ 303,200.00	\$ 851,000.00	\$ 1,403,400.00
Soft Costs (42%)	\$ 104,664.00	\$ 127,344.00	\$ 357,420.00	\$ 589,428.00
TOTAL PROJECT COST	\$ 353,864.00	\$ 430,544.00	\$ 1,208,420.00	\$ 1,992,828.00
4% 3 Year Inflation	\$ 398,048.87	\$ 484,303.45	\$ 1,359,308.15	\$ 2,241,660.48
GRAND TOTALS (W/ INFLATION)	\$ 3,935,667.08	\$ 3,988,593.83	\$ 12,737,009.44	\$ 20,661,270.35

Questions